Skills Audit - xx Governing Board <*date* >

Level of experience/skill: 1 = none, 5 = extensive

A 'D' denotes a skill that is desirable to have in the governing board, and an 'E' denotes a skill that is essential within the governing board.

Questions to consider:
Do these responses match expectations?
Are there any implications for our role description or code of conduct?
Do any of the responses have implications for our recruitment strategy?
Do any of the responses raise questions about our induction strategy?
Are the lower scoring competencies issues that could be dealt with by training?
Could we improve any of the lower scoring competencies by mentoring and coaching?
Do we need to review our committee membership based on these responses?

	Desirable or essential?	OVERALL	Governor A	Governor B	Governor C	Governor D	Governor E	Governor F	Governor G	Governor H	Governor I	Governor J	Governor K	Governor L	Governor M	Governor N	Governor O	Governor P	Governor Q	Governor R
1. Strategic leadership																				
I am committed to improving education and welfare for all pupils.	E	5	5	5	5	5	5	3	5											
I understand current national education policy and the local education context.	E	5	5	5	5	5	4	4	4											
I have experience of charity law and governance		3	5	4	1	3	5	3	1											
I have previous experience of being a board member in another sector or a governor/trustee in another school.	D	3	5	4	1	3	5	4	1											
I have experience of chairing a board/governing board or committee.	D	3	5	5	1	1	5	3	1											
I have experience of strategic planning and applying this to set and preserve the culture of the organisation.	E	4	5	5	4	3	5	1	5											
I am committed to the organisation's vision and ethos.	E	5	5	5	4	5	5	5	5											
I am able to question and challenge, working as part of a team to identify viable options through collective decision making.	E	5	5	5	4	4	5	4	5											
I am able to work in a professional manner, avoiding conflicts, acting with transparency and integrity.	E	5	5	5	5	5	5	5	5											
I am confident I can identify when to seek independent/professional advice.	E	5	5	5	4	4	5	4	5											
I have experience of stakeholder management and engagement including communicating with and taking account of the views of parents and pupils.	E	4	4	5	4	4	4	4	4											
I have experience of promoting community cohesion.	D	3	4	5	3	3	2	2	5											
I am proficient in prioritising, assessing and mitigating risk.	D	4	4	5	3	3	5	3	5											
I have experience of school sector risk management, including managing conflicts of interest/loyalty.	D	3	4	5	1	2	5	4	1											
2. Accountability																				
I understand the importance of collecting high quality data and have expertise using data to interpret/evaluate performance and identify trends to target improvement.	E	4	5	5	5	3	5	3	5											
I have expertise in curriculum development, school assessment and progress/attainment.	D	3	5	5	1	4	2	2	2											
I have experience of working with leaders to establish expectations for improvement and outcomes.	E	4	5	5	5	3	4	3	5											
I have experience of agreeing the range and format of information and data needed in order to hold leaders to account.	D	4	5	5	4	2	3	2	4											
I have experience of providing challenge to leaders on strategies for monitoring and improving behaviour and safety.	E	3	4	5	1	2	4	2	4											
I have an understanding of the board's duties in relation to safeguarding including Prevent	E	4	5	5	3	2	3	4	5											
I have an understanding of special education needs and disabilities (SEND).	E	4	5	5	3	4	2	4	5											
I have financial management expertise, with experience of funding allocation/budget monitoring and contributing to financial self-evaluation and efficiency drives.	E	3	4	5	1	3	5	3	1											
I have experience of basing funding decisions on organisational priorities and the ability to interpret financial data and question financial performance against strategic priorities.	E	3	4	5	3	2	5	3	1											
I have experience of procurement/purchasing.	D	3	2	5	1	4	5	4	1											
I have experience of property and estate-management.	D	3	2	5	1	1	5	3	1											
I have experience of HR policy and processes, including employment legislation, recruitment, performance management and pay.	E	3	4	5	2	1	4	3												
I have experience of school sector HR policy and processes.	D	3	4	5	1	1	3	2												
I have experience of change management (overseeing a merger or an organisational restructure).	D	3	4	5	4	1	5	2	1											
I have experience of preparing for and responding to external oversight.	D	3	4	5	5	1	5	2	1											
I have experience of inspection and oversight in the school sector.	D	2	5	5	1	1	3	1	1											
3. People																				
I am willing to devote time, enthusiasm and effort to the duties of and responsibilities of a governor/trustee.	E	5	5	5	5	5	5	4	5											
I am a strong communicator and committed to building strong collaborative relationships.	E	5	5	5	5	4	4	5	4											
I am able to discuss sensitive issues with experience of conflict resolution and influencing consensus.	E	4	5	5	4	4	4	5	4											
I am able to demonstrate a commitment to ethical behaviour and values, honesty, independence of thought and sound judgement.	E	5	5	5	4	5	5	5	5											
I am committed to equal opportunities and the promotion of diversity.	E	5	5	5	5	5	5	4	5											
I am willing to reflect, listen and learn from a diversity of views, to receive and provide feedback and accept impartial advice.	E	5	5	5	5	4	5	4	5											
4. Structures																				
I am familiar with the strategic nature of the board's functions and how this differs from and works with others including senior leaders.	E	4	5	5	4	4	5	2	5											
I have experience of reviewing governance structures.	D	4	5	5	4	3	5	2	1											
5. Compliance																				
I have experience of complying with legal, regulatory and financial frameworks and statutory guidance.	E	4	5	5	4	3	5	2	4											
I understand and accept the legal duties, responsibilities of a governor/trustee.	E	5	5	5	4	5	5	4	5											
Governing boards are responsible for ensuring schools comply with a whole range of legal responsibilities. I have experience ensuring legal compliance in this way and a commitment to understanding the full range of legal responsibilities.	E	4	5	5	3	3	4	4	1											
I understand the importance of adhering to organisation policies e.g. on parental complaints or staff-discipline issues.	E	5	5	5	4	5	5	5	5											
I have the confidence and ability to speak up when concerned about non-compliance.	E	5	5	5	5	4	5	5	4											
6. Evaluation																				
I am aware of my own strengths and weaknesses and committed to personal development.	E	5	5	5	4	5	4	5	5											
I have experience of evaluating board decisions and am willing to contribute to board self-review.	D	4	5	5	4	3	5	3	5											