

HOW WELL DO YOU KNOW YOUR GOVERNING BODY?

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Overview

- Core purposes of governance
- Importance of self-evaluation
- Audit tools
- Addressing CPD
- Recruiting to skills gaps
- What evidence is there of your effectiveness?

Why are we here?

Do you know what the core functions of the governing body are?

- Ensuring clarity of vision, ethos and strategic direction;
- Holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff; and
- Overseeing the financial performance of the organisation and making sure its money is well spent.

Guidance on good governance

- Improving Governance (Ofsted December 2016)
- Governors Handbook (DfE January 2017)

Key features of effective governance (1)

- Strategic leadership that sets and champions vision, ethos and strategy.
- Accountability that drives up educational standards and financial performance.
- People with the right skills, experience, qualities and capacity.

Key features of effective governance (2)

- Structures that reinforce clearly defined roles and responsibilities.
- Compliance with statutory and contractual requirements.
- Evaluation to monitor and improve the quality and impact of governance.

Audit tools

- **Skills Audit (NGA 2017)**
- Covers the 6 key features of good governance

	1	2	3	4	5
I understand the importance of collecting high quality data and have expertise using data to interpret/evaluate performance and identify trends to target improvement.					
I have expertise in curriculum development, school assessment and progress/attainment.					
I have experience of working with leaders to establish expectations for improvement and outcomes.					
I have experience of agreeing the range and format of information and data needed in order to hold leaders to account.					
I have experience of providing challenge to leaders on strategies for monitoring and improving behaviour and safety.					
I have an understanding of the board's duties in relation to safeguarding including Prevent.					
I have an understanding of special education needs and disabilities (SEND).					
I have financial management expertise, with experience of funding allocation/budget monitoring and contributing to financial self-evaluation and efficiency drives.					

Audit tools

- **Competency Framework for Governance (DfE 2017)**
- Gives 16 competencies, covering the 6 key features
- Detailed skills and behaviours for each competency for
 - everyone
 - someone
 - and the Chair

Audit tools

- **A Framework for Governance** (NGA in partnership with Wellcome Trust 2015)
- 20 questions for the governing body to ask itself concerning the activities it carries out

Effective accountability (1)

- Accountability of the executive:
Do we hold the school leaders to account?
- How well do we understand the school's performance data (including in-year progress tracking data) so we can properly hold school leaders to account?
- Do governors regularly visit the school to get to know it and monitor the implementation of the school strategy?

Effective accountability (2)

- How well does our policy review schedule work and how do we ensure compliance?
- Do we know how effective performance management of all staff is within the school?
- Are our financial management systems robust so we can ensure best value for money?

Audit tools ...How might you use them?

- Individual record of skills, experience, knowledge
- As a group discussion

- SIP
- CPD
- Recruitment
- Succession planning

Addressing CPD

- Courses
- The Key
- NGA
- Use your SLT
- Commission your own
- Attend school's own training events for staff

Addressing CPD

- **Make sure learning is shared**
- Feedback forms
- Share resources with other governors
- Shared portal for articles, training information etc.

Recruitment

' Boards should therefore develop a skills-based set of recruitment criteria which they should share with any third parties, such as academy trust Members or a foundation or sponsor, that has a role in appointing people to the board.'

Governance Handbook 2017

Evidence of effectiveness

- Tricky!
- Various measures of success
- Return to the three core purposes
 - Ensuring clarity of vision, ethos and strategic direction
 - Holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff
 - Overseeing the financial performance of the organisation and making sure its money is well spent.

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