

Kingsfield First School Local Advisory Board Skills Audit Analysis September 2021

|  |
| --- |
| **Questions to consider:**Do these responses match expectations? YesAre there any implications for our role description or code of conduct? NoDo any of the responses have implications for our recruitment strategy? NoDo any of the responses raise questions about our induction strategy? NoAre the lower scoring competencies issues that could be dealt with by training? YesCould we improve any of the lower scoring competencies by mentoring and coaching? YesDo we need to review our committee membership based on these responses? NoAre there any implications for succession planning? No |
|

All 7 LAB members completed the skills audit (2 of the 7 are new to the LAB Sept 2021). One of the new members is a senior leader in education and ratings were consequently strong overall. Another new member has an abundance of strength in the areas of Compliance and Evaluation.

1 Strategic Leadership.

In this section seven out of eight questions scored a 4 or 5 overall. 3 members scored 5. This area had a strong score.

Question 3 – This question was around having an awareness of nation policy and Question 6 was around strategic planning. Here there were some lower scores.

Where other scores were lower, this was due to member having not had the opportunity/experience to undertake the role of Chair in the past or now.

2 Accountability.

In this section seven out of ten sections scored 4 overall. This area of governance was the weakest with three questions having an overall rating of 3. Question 5 and 6 were around financial planning, budgeting and efficiency had the lowest scores. This is due to some members either lacking experience or confidence in terms of financial management.

3 People.

Overall this section is the strong with all of the five overall scores being 4 or 5.

Question 4 and 5 – were low in parts and these questions was around building consensus and building strong collaborative relationships – perhaps due to being a new LAB with new members and due to Covid having virtual meetings.

4 Structures.

The overall scores are 4 in this section.

5 Compliance.

In this section there were no overall scores lower than a 4. This section had a confident feel to it, where members understand the legal duties and responsibilities of a LAB member. New members feel more confident in this area, perhaps due to the induction and training they have received which was very comprehensive and detailed.

6 Evaluation.

This section score an overall 4 for both questions. Two member were less confident but still scored 4 for both questions. This indicates an overall confidence in the new LAB becoming more established in their knowledge and skill set.

LAB Contribution.

Having very recently de-federated we are a newly established LAB with a mix of new and experienced members. The LAB Chair is very experienced and has a strong knowledge of the school and governance and two members have just taken on board new Link Governor roles. LAB members have hold link governor meetings and their contributions are communicated fully to the board of directors to ensure detail, impact and challenge provided by the LAB.

Chairs’ networking meetings allow for two way communication and this proves to be effective with a dissemination of information.

Actions

* Training and information sharing through:- CFLP training packages, access to relevant information from the ENTRUST governor information pack via the LAB agenda items, signposting to appropriate newsletters, eg DfE/NGA to promote self-driven CPD.
* Gains in governance financial knowledge – CFO termly visits, basic CFLP training on finance, knowledge of updates from the ENTRUST governor information pack via the agenda.
* Mentoring new members with cross MAT links and peer support where relevant.
* Time to embed the new LAB.

