

Kingsfield First School Local Advisory Board Skills Audit Analysis September 2023

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| **Questions to consider:** Do these responses match expectations? Yes Are there any implications for our role description or code of conduct? No Do any of the responses have implications for our recruitment strategy? No Do any of the responses raise questions about our induction strategy? No Are the lower scoring competencies issues that could be dealt with by training? Yes Could we improve any of the lower scoring competencies by mentoring and coaching? Yes Do we need to review our committee membership based on these responses? No Are there any implications for succession planning? No |
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All 7 LAB members completed the skills audit (1 person is new to the LAB – Jan 2024). The new member is a senior leader in a secondary school and has joined as a parent member.

1 Strategic Leadership.

All essential sub categories are averaged at 5.

1 Member scored 3 for “I have experience and expertise in strategy development”

2 Accountability.

In this section, all 10 questions scored 4 or better.

1 Member scored these two subcategories as 2:

“I have experience of financial planning: budgeting, monitoring and compliance “

“I understand how the financial efficiency of schools is measured and compared to similar schools”

3 People.

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

4 Structures.

The overall scores are 5 in this section.

5 Compliance.

This section scored5 in both questions, the board is strong in this area.

6 Evaluation.

This section score an overall 5 for both questions.

1 member scored 2 for:

“I have identified the areas where I need to develop my knowledge and skills as a LAB member “

LAB Contribution.

Attendance is good.

External CPD is strong.

Compliance with National College training could be better, CC to demonstrate and raise at the next meeting.

Actions

1. Discuss low scores with 1 member and identify potential training.
2. Review training at each LAB meeting, get feedback and raise issues with trust.
3. Discuss with HT how during each meeting we can try to reference the skills audit to highlight to members how this has enhanced knowledge.

