

Skills Audit - Burnhope Governing Body November 2016

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.

	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
Essential for all governors/trustees														
Commitment to improving education for all pupils	E	4	5	5	5	5	4	4	4	5	4	4	4	
Ability to work in a team and take collective responsibility for decisions	E	4	5	5	5	5	3	3	4	4	4	4	4	
Willingness to learn	E	4	5	5	5	5	4	4	4	5	4	4	4	
Commitment to the school's vision and ethos	E	5	5	5	5	5	3	4	5	5	5	5	4	
Has basic literacy and numeracy skills	E	5	5	5	5	5	4	4	4	5	5	5	4	
Has basic IT skills (i.e. word processing and email)	E	4	4	5	5	5	3	3	4	5	5	5	3	
Should exist across the governing board														
Understanding/experience of governance														
Previous experience of being a board member in another sector or a governor/trustee in another school	D	3	5	5	5	1	2	1	5	3	2	1		
Experience of chairing a board/ governing board or committee	D	3	5	5	5	1	2	2	5	1	1	2	4	
Experience of professional leadership	D	3	5	5	5	1	3	3	4	2	2	1	4	
Vision and strategic planning														
Understanding and experience of strategic planning	E	4	5	5	5	1	3	3	4	3	4	2	4	
Ability to analyse and review complex issues objectively	E	4	5	5	5	3	3	3	4	2	4	2	3	
Ability to identify problems	E	4	5	5	5	4	4	4	3	3	4	3	4	
Ability to propose and consider innovative solutions	E	4	5	5	5	4	3	3	3	3	3	2	3	
Experience reviewing the impact of new ideas and initiatives	D	3	5	5	5	2	4	3	3	2	4	2	3	
Ability to learn from failure	E	4	5	5	5	4	4	4	4	4	4	4	4	
Ability to make difficult decisions in the best interests of pupils	E	4	5	5	5	4	4	3	5	2	3	3	4	
Change management (e.g. overseeing a merger or an organisational restructure, changing careers)	D	3	4	5	5	1	3	3	4	4	4	1	4	
Understanding of current education policy	E	4	4	4	5	4		3	4	3	4	3	3	
Holding the head to account														
Communication skills, including being able to discuss sensitive issues tactfully	E	4	5	5	5	4	5	3	4	4	3	3	4	
Ability to analyse data	E	4	5	4	5	2	4	3	4	3	4	2	4	
Ability to question and challenge	E	4	5	5	5	4	4	2	4	3	4	3	4	
Experience of project management	D	3	5	5	4	1	4	2	4	2	2	1	3	
Performance management/ appraisal of someone else	E	3	5	5	5	1	4	3	4	1	2	1	4	
Experience of being performance managed/appraised yourself	D	4	5	5	5	4	4	3	4	2	4	1	4	
Financial oversight														
Financial planning/management (e.g. as part of your job)	E	3	5	4	5	1	3	3	4	4	2	1	4	
Experience of procurement/purchasing	D	3	5	4	4	1	3	3	4	4	2	1	4	
Experience of premises and facilities management	D	3	5	3	4	1	3	3	4	3	2	1	4	
Knowing your school and community														
Links with the community	D	4	5	5	5	4	4	4	5	4	4	3	4	
Links with local businesses	D	3	5	4	5	1	3	4	4	3	4	1	3	
Knowledge of the local/regional economy	E	4	4	5	5	2	3	3	5	2	4	3	4	
Working or volunteering with young people (e.g. teaching/social work/youth work/sports coaching/health services for young people)	D	4	5	5	5	3	5	2	4	3	5	2	3	
Understanding of special educational needs	E	4	5	4	5	4	4		3	3	5	3	3	