

Oxhey First School Local Advisory Board Skills Audit Analysis May 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 |

All 7 LAB members completed the skills audit (2 of the 7 are new to the LAB spring term 2023).

1. Strategic Leadership.

In this section six out of eight questions scored a 4 overall. Where the score is 3 overall this is due to two new members joining in the spring term 23. In addition, these new members have not had the chance/experience to undertake the role of Chair in the past or now.

1. Accountability.

In this section all sections scored 4 or 5 overall. Lower scores in this section are due to some members not being as confident in terms of financial management and building up their knowledge and understanding regarding pupil data/school inspection due to being new to the role of a school governor.

1. People.

Overall, this section is the strongest with three of the five overall scores being 5 and the remaining two scoring a 4.

Question 1 and 2 - new members have identified that they require training and have asked for the range of information sources available to them including professional advice. This will support them as they develop in their new roles as LAB members, but also in their individual link governor roles.

1. Structures.

The overall scores are 5 in this section. A lack of experience from new members accounts for the lower scores.

1. Compliance.

In this section there were no overall scores lower than a 5. This section has a confident feel to it, where members understand the legal duties and responsibilities of a LAB member. New members feel confident in this area due to the induction and link role training they have received which was very comprehensive and detailed in this area.

1. Evaluation.

This section shows members, including new members are aware of their development needs and are keen to seek out opportunities and grow in knowledge and skills.

LAB Contribution.

We have had 2 new members join our LAB in the spring term 23 who are keen to develop in their new role. Existing members have contributed to the LAB through being fully prepared, offering challenge, strong discussion and providing support. Strong contributions have also been made to the board through link roles of the members and as a result of attendance at MAT Chairs’ networking meetings.

Actions.

Face to face meetings are now back in operation following the Covid pandemic which is enabling the building of relationships with two of our members being new to the LAB and a change in staff governor (AHT).

Training is the other key priority with a focus on specific training and mentoring to support the development of two new link governor roles (H&S and safeguarding). Members will benefit from the comprehensive training package offered by the MAT as well as ENTRUST courses and NGA materials.

Ongoing evaluation, review and action planning will continue as part of the good practice of our LAB.