

Directors Skill Audit Review February 2024

N Chell (Chair)

The Purpose of the Skills Audit

Effective governance requires a Board with a range of skills. These skills enable CFLP directors to ask the right questions, analyse data and have discussions which create robust accountability for school leaders. This skills audit is a way of assessing the Board's breadth and depth of skills, knowledge and behaviour.

The CFLP Director skills audit is part of our annual self-evaluation process and will allow us to create a clear strategy for CPD, director deployment and also inform any future recruitment process. No individual will have all the skills listed in the audit. The Board is a team, and the purpose of the audit is to ensure that each skill listed is covered by at least one of the directors around the table.

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 low 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 the responses? **NO**

Are there any implications for succession planning? **YES**

ALL DIRECTORS COMPLETED THE SKILLS AUDIT FEBRUARY 24.

1. Strategic Leadership

Out of 9 questions in this section the average answer was a 4. (6 questions had a score of 4 and 3 questions had a score of 5) There were some lower scores in this section 3 and ,however this does not pose any risk to the Board, as the answers were either new or fairly new members or a lack of opportunity in becoming a chair.

It is evident that the Trust has very clear ethos, values and vision which is shared and communicated well. All stakeholders understand roles and responsibilities.

2. Accountability

Out of 10 questions in this section the average answer was a 4. (3 questions had a score of 5, 1 had a score of 3 and 6 had a score of 4) The lowest answer in this section was again the same as last year, marketing and media. (No risk poses here at Board level due to the new addition in the Trust of the COO role which advises/ supports in this field) The introduction of the new/newer Board members has not impacted in this section and shows the added capacity they have brought to the Board with their skill set.

We have the right experienced people on the Board for the Trust from a broad range of spheres reflecting the community the schools sit in. This enables the Board to hold leaders to account for both the educational outcomes and the financial visibility of the CFLP.

3. People

Out of 5 questions in this section the average answer was a 4. (This has dropped slightly from the previous year, due to the new/newer members joining. 2 questions had a score of 5 and 3 questions had a score of 4) However this section still remains a strength for the Trust even with the addition of the new/newer Board Members. They have added depth and breadth of skills which in the long term will only enhance and increase the score later. It is also essential to have newer members to aid with succession planning for any of the key roles or committees.

4. Structures

There are 3 questions in this section with the average answer of 4. (2 questions had a score of 4 and 1 had a score of 5) This demonstrates the directors understand their roles and responsibilities, with a clear scheme of delegation in place. The structure of communication between the Members Board, Directors Board (and Committees) and the Local Advisory Boards alongside the Executive Board work extremely efficiently to make the necessary strategic decisions.

5. Compliance

There are 3 questions in this section with the average score of 5. This is the strongest section for the Board. The experience of the directors gives a strong and comprehensive understanding of the legal, regulatory, contractual and financial requirements they undertake and to disseminate them in an effective manner.

6. Evaluation

There are 2 questions in this section with an average score of 4. (There is a lower score of 3 on an individual basis, but this is reflective of the Board Member being relatively new and poses no risk as time will no doubt increase this score) The use of the Skills Audit to identify any skills gaps has enabled the Trust to be able to fill the vacancies with high quality people to make a real difference in fulfilling the 3 core functions of governance.

Board Contribution

All Directors have contributed to the Trust over the last year

Performance Management

FARRC / Directors Board

Recruitment of Head, New COO Role and Executive Head Role

Link Trust Roles

Forum Meeting

AGM

Ofsted Inspections

School visits and Whole Trust Event

Summary

To support the new/ newer Directors on the Board.

To continue to develop training of the Board both internally and externally with the National College.

To strategically plan for succession of the Board and the link roles, which may include having an associate member on the Board.

To plan for the CEO to transit off the Directors Board.