

## Skills Audit - Deer Park Local Advisory Board Spring 2020

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.

### Questions to consider:

- Do these responses match expectations?
- Are there any implications for our role description or code of conduct?
- Do any of the responses have implications for our recruitment strategy?
- Do any of the responses raise questions about our induction strategy?
- Are the lower scoring competencies issues that could be dealt with by training?
- Could we improve any of the lower scoring competencies by mentoring and coaching?
- Do we need to review our committee membership based on these responses?
- Are there any implications for succession planning?

	Desirable or essential?							
		OVERALL	James Boyle	Chris Gallant	Nick Hodgess	Jenny Tucker	Joseph Gifford	Christopher Tart-Robert
<b>1. Strategic leadership</b>								
I am committed to improving education and welfare for all pupils.	E	5	5	5	5	5	5	5
I understand current national education policy and the local education context.	D	4	3	3	4	5	4	2
I am committed to the organisation's (BPET and the school's) vision and ethos.	E	5	5	5	5	5	5	5
I have experience of strategic planning and applying this to set and preserve the culture of the organisation.	E	5	4	4	5	5	4	5
I am able to question and challenge, working as part of a team to identify viable options through collective decision making.	E	5	5	4	5	5	4	5
I am able to work in a professional manner, avoiding conflicts, acting with transparency and integrity.	E	5	5	5	5	5	5	5
I have experience of stakeholder management and engagement including communicating with and taking account of the views of parents and pupils.	E	5	3	4	5	5	5	5
I have experience of promoting community cohesion.	D	4	2	2	5	5	4	4
<b>2. Accountability</b>								
I understand the importance of collecting high quality data and have expertise using data to interpret/evaluate performance and identify trends to target improvement.	E	4	5	3	4	5	4	5
I have experience of curriculum development, school assessment and progress/attainment.	D	3	3	3	4	4	5	1
I have experience of working with leaders to establish expectations for improvement and outcomes.	E	4	4	4	4	4	5	5

I have experience of agreeing the range and format of information and data needed in order to hold leaders to account.	D	4	4	3	4	4	4	5
I have experience of providing challenge to leaders on strategies for monitoring and improving behaviour and safety.	E	4	5	3	5	4	4	1
I have an understanding of special education needs and disabilities (SEND).	E	3	2	3	5	5	4	1
I have business development experience/expertise.	E	3	2	4	4	2	3	5
I have experience of marketing, media and PR.	D	3	1	5	3	2	3	3
I have experience of preparing for and responding to external oversight.	D	4	3	3	4	3	4	5

### 3. People

I am willing to devote time, enthusiasm and effort to the duties of and responsibilities of a Local Advisory Board member including duties of compliance, care and prudence.	E	5	5	4	5	5	4	5
I am a strong communicator and experienced in building strong collaborative relationships.	E	5	4	5	4	4	5	5
I am able to discuss sensitive issues with experience of conflict resolution and influencing consensus.	E	5	4	5	4	4	5	5
I am able to demonstrate a commitment to ethical behaviour and values, honesty, independence of thought and sound judgement.	E	5	5	5	4	5	5	5

### 4. Structures

I am familiar with the strategic nature of the board's functions and how this differs from and works with others.	E	4	4	4	3	3	4	5
I have experience of designing/reviewing/adapting structures appropriate to the size and complexity of the organisation, reflecting the diversity of stakeholders.	E	3	3	3	4	2	4	4

### 5. Compliance

I understand and accept the duties, responsibilities and liabilities of Local Advisory Board.	E	5	5	5	5	5	5	5
I understand the importance of adhering to organisation policies e.g. on parental complaints issues and the Code of Conduct.	E	5	5	4	5	5	5	5
I am able to speak up when concerned about non-compliance.	E	5	5	5	5	5	4	5

### 6. Evaluation

I am aware of my own strengths and weaknesses and committed to personal development.	E	5	5	5	5	5	4	5
I have experience evaluating board decisions and am willing to contribute to board self-review.	D	4	4	3	5	3	4	5