

Skills Audit - Deer Park Local Advisory Board Spring 2021									
<p>Level of experience/skill: 1 =none, 5 = extensive</p> <p>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.</p>		<p>Questions to consider:</p> <p>Do these responses match expectations?</p> <p>Are there any implications for our role description or code of conduct?</p> <p>Do any of the responses have implications for our recruitment strategy?</p> <p>Do any of the responses raise questions about our induction strategy?</p> <p>Are the lower scoring competencies issues that could be dealt with by training?</p> <p>Could we improve any of the lower scoring competencies by mentoring and coaching?</p> <p>Do we need to review our committee membership based on these responses?</p> <p>Are there any implications for succession planning?</p>							
		Desirable or essential?	OVERALL	James Boyle	Chris Gallant	Trini Edovald	Frances Bracegirdle	Joseph Gifford	Christopher Tart-Roberts
1. Strategic leadership									
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	4	5	5	4
I have experience of strategic planning and applying this to set and preserve the culture of the organisation.	E		4	4	4	3	5	4	4
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	4	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		4	3	4	3	5	5	3
I have experience of promoting community cohesion.	D		3	2	2	2	5	4	4
2. Accountability									
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		5	5	3	5	5	4	5
I have experience of curriculum development, school assessment and progress/attainment.	D		3	3	3	3	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	2	4	4	5
I have experience of providing challenge to leaders on strategies for monitoring and improving behaviour and safety.	E		3	5	3	2	4	4	1

I have an understanding of special education needs and disabilities (SEND).	E	3	2	3	2	5	4	1
I have business development experience/expertise.	E	3	2	4	3	2	3	4
I have experience of marketing, media and PR.	D	3	1	5	2	2	3	3
I have experience of preparing for and responding to external oversight.	D	3	3	3	3	3	4	3
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	4	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	4	4	5	2	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	3	4	4	3	3	4	2
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	3	2	4	4
5. Compliance								
I understand and accept the duties, responsibilities and liabilities of Local Advisory Board.	E	5	5	5	3	5	5	4
I understand the importance of adhering to organisation policies e.g. on parental complaints issues and the Code of Conduct.	E	4	5	4	4	4	5	4
I am able to speak up when concerned about non-compliance.	E	5	5	5	4	4	4	5
6. Evaluation								
I am aware of my own strengths and weaknesses and committed to personal development.	E	5	5	5	4	5	4	5
I have experience evaluating board decisions and am willing to contribute to board self-review.	D	4	4	3	2	3	4	5