



## Oxhey First School Local Advisory Board Skills Audit Analysis September 2021

### **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 (3 of the 7 are new to the LAB Sept 2021).

### 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 three new members joining in September 2021. In addition, these new members have not had the chance/experience to undertake the role of Chair in the past or now.

### 2 Accountability.

In this section seven out of ten sections scored 4 or 5 overall. There are three sections where the overall score is 3 due to some members not being as confident in terms of financial management and building up their knowledge and understanding regarding school inspection due to being new to the role of a school governor.

### 3 People.

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

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

Question 5, on building collaborative relationships with each other – the lower scores are due to the new members only attending one meeting so far. This may be due to virtual meetings (Covid restrictions) as opposed to face to face meetings where relationships can develop more.

### 4 Structures.

The overall scores are 4 in this section. A lack of experience from new members accounts for the lower scores.

### 5 Compliance.

In this section there were no overall scores lower than a 4. This section had a more confident feel to it, where members understand the legal duties and responsibilities of a LAB member. New members feel more confident in this area due to the induction training they have received which was very comprehensive and detailed in this area.

## 6 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 3 new members join our LAB in September 2021 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 support during an unprecedented year. 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.

Going forward some of the issues created by the Covid Pandemic will begin to ease and face to face meetings will be a priority to enable the building of relationships, especially with three of our members being new to the LAB.

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.