

# New Skills & Development Audit

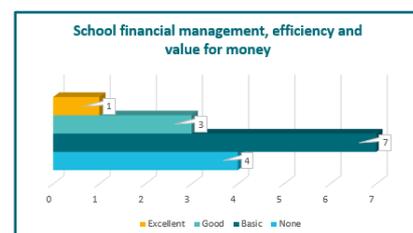
Being a successful team is all about achieving balance and diversity in skills and experience and then investing in the development of the team.

Integra, Governor Services have produced a Skills and Development Audit to assist in evaluating the skills and experience of the Governing Board. We have structured this Skills and Development Audit around the three core functions of the Governing Board, as defined in the *Governance Handbook*:

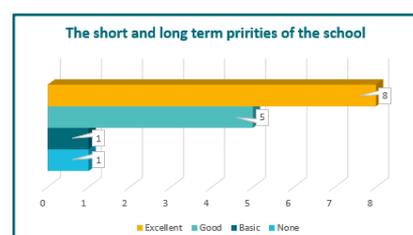
1. **Ensuring clarity of vision, ethos and strategic direction;**
2. **Holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff; and**
3. **Overseeing the financial performance of the organisation and making sure its money is well spent.**

Integra, Governor Services Skills & Development Audit has been developed so that it can be used as a tool to support recruitment in addition to providing a comprehensive analysis of existing governors' personal attributes, experience and knowledge.

- Part 1 (Prospective Governors) – can be used as a mechanism to identify the strength of a prospective governors personal attributes and experience;
- Part 1 and Part 2 (All Governors) - provides for a comprehensive analysis of personal attributes, experience, knowledge, and how well governors know the school and fulfil their role.



The Audit contains both open and closed questions, which encourages individual Governors to reflect on their experience, effectiveness and understanding of the Governing Board's key roles. It also provides them with an opportunity to identify areas of the work where they could or would like to contribute in the future.



Once all Governors questionnaires have been completed and returned to Integra Governor Services, the information is analysed and an anonymised report compiled. This should be shared with the Governing Board. The Chair receives a copy of the raw data for individual analysis to determine committee organisation, individual governor responsibilities and to support a training and development plan.

The cost for the complete service for subscribing schools is £85. If you would be interested in conducting a Skills Audit, or have any questions, please contact us using the details below.

## Contact details

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