

**What skills and knowledge are we assessing during the individual governor self-assessment process?**

1. Understanding the requirements of being a member of the Corporation/Governing body – Nolan principles – conflicts of interest – standing orders – Code of Good Governance – committee structure
2. Understanding the College’s mission, vision, strategy
3. Understanding the College’s strengths and weakness/areas requiring improvement
4. Understanding the Governor role as strategic, not managerial/operational
5. Contributing effectively to meetings/discussions
6. Contributing to making a difference to the experience/outcome for every student
7. Ensuring the College provides excellent and effective teaching, learning and assessment
8. Ensuring all the College staff have access to and engage in a high quality and effective CPD programme
9. Understanding safeguarding/Prevent/British Values
10. Understanding Health and Safety requirements
11. Understanding the protection of community assets
12. Reading papers and supporting information ahead of meetings/keeping up to date with sector developments/participating in governor training events
13. Importance of good attendance at meetings and committees
14. Participating in Learning Walks, Governor/Curriculum Link arrangements
15. Acting as an Ambassador for the College (and demonstrating the impact)
16. Understanding how the Learner and Staff voice is heard at the Board

17. Ability to Identify risk and understanding implications of decisions/changes made

18. Understanding the college's strengths and weaknesses and improvement actions

### **Examples of experience and skills identified in current Skills Audit documents**

- Commitment to improving education for all students
  - Ability to work in a professional manner as part of a team and take collective responsibility for decisions
  - Willingness to learn
  - Commitment to the organisations vision and ethos
  - Basic literacy and numeracy skills
  - Basic IT skills
  - Previous experience of being a Board Member
  - Previous experience of being a Chair (Board or Committee)
  - Previous experience of professional leadership
  - Understanding and experience of strategic planning
  - Ability to analyse and review complex issues objectively
  - Ability to identify problems
  - Ability to propose and consider innovative solutions/recognise and develop opportunities
  - Experience of reviewing the impact of new ideas and initiatives
  - Ability to learn from failure
  - Change management (i.e. overseeing a merger/restructure/organisational change)
  - Experience of workforce planning/development
  - Project management
  - Understanding current education policy/experience of the education sector
  - Communication skills – express thoughts and ideas in articulate manner and listen to other viewpoints
  - Experience in management information systems/ability to analyse data
  - Ability to question, challenge and scrutinise
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- Performance management/appraisal of someone else
  - Experience of performance monitoring/addressing under-performance
  - Financial management/planning/scrutiny as part of your job
  - Premises and facilities management/procurement and purchasing
  - Commercial expertise at senior level/business owner
  - Links with the community/knowledge and understanding of minority communities
  - Links with local businesses
  - Knowledge of local/regional economy
  - Experience of working in/developing collaborative partnerships
  - Working or volunteering with young people
  - Understanding of special educational needs

- Experience of risk management/identifying the need for change
- Understanding of compliance/contract management at senior level
- Experience of procurement/competitive tendering at senior level
- Non-Executive Director experience
- Teaching and pedagogy experience
- Quality assurance experience
- Expertise in equality and diversity policy/procedures/legislation
- Expertise in technology, systems, application, planning
- Environmental sustainability
- Expertise in College curriculum/ subject specific areas-academic and vocational
- Political awareness/being politically astute
- Resilience – able to deal with difficult matters over a period of time
- Experience of dealing with the media/completed media training