

	Gov A	Gov B	Gov C	Gov D	Gov E	Gov F	Gov G	Gov H	Gov I	Gov J	Gov K	Gov L	Gov M
<b>Essential for all governors/trustees</b>													
Commitment to improving education for all pupils	4	3	5	5	5	5	5	1	5	1	5	3	
Ability to work in a professional manner as part of a team and take collective responsibility for decisions	4	5	5	5	5	5	5	4	4	5	5	5	
Willingness to learn	4	3	5	5	5	5	5	4	5	5	5	5	
Commitment to the school's vision and ethos	4	5	5	5	5	5	5	4	5	1	5	3	
Basic literacy and numeracy skills	5	5	5	5	5	5	5	5	5	3	4	5	
Basic IT skills (i.e. word processing and email)	5	3	5	5	5	4	5	4	5	4	4	5	
<b>Understanding and/or experience of governance</b>													
Experience of being a board member in another sector or a governor/trustee in another school	3	1	1	5	1	5	1	1	2	1	2	5	
Experience of chairing a board/ governing body or committee	3	1	1	3	2	5	4	1	4	1	2	4	
Experience of professional leadership	4	3	3	5	4	5	4	3	4	2	3	5	
<b>Vision and strategic planning</b>													
Understanding and experience of strategic planning	4	1	4	5	5	5	4	1	3	4	3	5	
Ability to analyse and review complex issues objectively	4	3	4	5	4	5	4	1	3	4	3	5	
Problem solving skills	4	4	4	5	4	4	4	3	3	4	3	5	
Ability to propose and consider innovative solutions	4	2	4	5	4	4	4	3	3	4	3	5	
Change management (e.g. overseeing a merger or an organisational restructure, changing careers)	3	1	3	4	5	3	4	4	3	4	4	5	
Understanding of current education policy	3	2	3	5	2	5	5	2	4	1	1	2	
<b>Holding the head to account</b>													
Communication skills, including being able to discuss sensitive issues tactfully	4	4	4	5	4	4	5	3	3	3	3	5	
Ability to analyse data	4	3	4	5	5	4	4	2	3	4	2	5	
Ability to question and challenge	4	3	4	5	5	3	4	4	4	4	3	5	
Experience of project management	4	1	4	5	4	4	4	1	3	4	3	5	
Performance management/appraisal of someone else	4	2	3	5	4	5	4	1	3	3	4	5	
Experience of being performance managed/appraised yourself	4	5	5	5	5	5	5	5	4	5	5	5	
<b>Financial oversight</b>													
Financial planning/management (e.g. as part of your job)	5	1	2	4	4	4	4	1	5	5	1	5	
Experience of procurement/purchasing	4	1	1	5	3	4	4	1	3	3	1	4	
Experience of premises and facilities management	3	1	1	5	1	4	3	3	2	3	1	5	
<b>Knowing your school and community</b>													
Links with the community	3	5	3	5	1	4	4	3	4	5	4	1	
Links with local businesses	2	5	1	5	1	3	3	3	4	5	4	1	
Knowledge of the local/regional economy	3	5	4	5	3	4	3	5	3	5	4	3	
Working or volunteering with young people (e.g. teaching/social work/youth work/sports coaching/health services for young people)	2	3	2	5	2	4	5	3	2	4	2	3	
Understanding of special educational needs	2	1	1	4	1	4	5	3	3	2	1	2	
	106	82	96	140	104	126	121	79	104	99			

MAX

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Governors competencies were scored on a range of 1-5 where 5 indicates a high level of competency. This matrix includes the Chair and Vice Chair. It will be reviewed in 2016 after the expansion of the Trust