

**Desirable Competencies**

The long term plan for our Governing Body is to have a wide range of desirable competencies. Our aim is to have a team of Governors who will have a cross section of strengths in the areas listed below. Ideally individual members will have strengths in one or more of these areas which will ensure a full set of competencies are held. Therefore Governors are not expected to be proficient in all but only in some!

**General and Strategic Management**

- Leads the development of strategic plans
- Able to identify viable options and select or recommend those most likely to achieve the School's goals and objectives.

**Personnel Administration**

- Understands the recruitment process (Safeguarding Children module),
- Understands disciplinary issues,
- Identifies the need for training,
- Understands employee performance management reviews.

**Financial Management and Accountability**

- Has a clear understanding of best financial management practice and school performance compared to it.
- Understands the LEA and statutory financial requirements for the School.
- Understands and can undertake budget setting and budget monitoring activities
- An understanding of the recently introduced Schools Financial Value Standard (SFVS) requirements.

**Development of policy documents**

- Has a commitment to the policies required by law
- Encourages the School to improve on standards.

**Interpretation of the law and legal issues**

- Awareness of Child Protection and Looked After Children issues
- Awareness of Health and Safety and Risk Assessment issues
- Knowledge of the SEN process and the desired requirements by law.

**Knowledge of the media and the Arts**

- Understands the importance or communicating the Schools performance to stakeholders
- Has the ability to promote the School and its achievements to the media.

**Ability to be a critical Friend**

- Has a commitment to the School and the work of the Governing Body
- Presents information and views clearly and influentially to others.

We recommend all new Governors attend induction training and any other relevant training courses available to all Governors.

For details of all training courses please contact the School Business Manager/Bursar.