

Newlyn School Governance Development Plan

Academic Year 2022/23

Governors on board: 10 including the headteacher. 1 Chair of Governors. 2 Vice Chairs

Objective	Skills Audit Focus Area	Competency Framework Area	Governing Board's Current Capabilities	Improvement Action to Take	Responsible Person(s)	Impact of Action	Timeframe
1	Experience of Governance inside & outside school including being chair/vice chair.	Section 1a. Strategic Leadership	<p>NGA Skills Audit Average Score: 3</p> <p>Range of Governance Experience across the board.</p> <p>Limited Experience of chairing.</p>	<p>Upskill by completing recognised, quality assured training by TPAT and the NGA with a focus on Chairing.</p> <p>Develop Succession Planning.</p> <p>Provide opportunities for governors to chair meetings.</p> <p>Encourage governors to try a vice chair role to begin gaining experience of chairing.</p>	<p>ALL</p> <p>ALL</p> <p>Chair/Vice Chairs</p>	<p>Enhanced Learning and Improvement of governance skills.</p> <p>Increased experience and confidence in governor roles.</p> <p>Enables the board to continue making progress towards its strategic aims despite changes in staffing or governance.</p> <p>Enables training and mentoring to take place.</p> <p>Important chairing experience gained as part of succession planning.</p>	Throughout Academic Year 22/23

Newlyn School Governance Development Plan

Academic Year 2022/23

Governors on board: 10 including the headteacher. 1 Chair of Governors. 2 Vice Chairs

Objective	Skills Audit Focus Area	Competency Framework Area	Governing Board's Current Capabilities	Improvement Action to Take	Responsible Person(s)	Impact of Action	Timeframe
2	Experience/ Expertise in Strategy Development. Knowing the school's Strategic Priorities as well as Key Risks and their impact.	Section 1a. Strategic Leadership	NGA Skills Audit Average Score: 3 Some experience but definitely room for improvement.	More training to be undertaken in the area of Being Strategic and Strategic Development in Governance. Also discuss and undertake further training on Risk Assessment and Risk Management.	ALL ALL	Increased Knowledge and Confidence in these areas.	Academic Year 22/23
3	Budget and School Funding	Section 1b. Accountability	NGA Skills Audit Average Score: 4 We have some experienced governors in this area. We also have a Finance Sub-Committee. We have good support from TPAT and clear, detailed written reports and oral explanation from our TPAT finance manager.	Governors on Finance Sub Committee to complete additional finance training via NGA online modules. All governors to receive further in person training on finance to ensure we all have a good understanding.	In depth knowledge: Finance Sub Committee ALL: Basic understanding	High level of knowledge in this vital area of governance. Increased Understanding and Knowledge across the board. Contributes to Succession Planning in this area.	Academic Year 22/23 Autumn 22

Newlyn School Governance Development Plan

Academic Year 2022/23

Governors on board: 10 including the headteacher. 1 Chair of Governors. 2 Vice Chairs

Objective	Skills Audit Focus Area	Competency Framework Area	Governing Board's Current Capabilities	Improvement Action to Take	Responsible Person(s)	Impact of Action	Timeframe
4	The Reach of the Curriculum to all Pupils.	Section 1b. Accountability	<p>NGA Skills Audit Average Score: 3</p> <p>Good general understanding but room for improvement.</p> <p>We receive regular detailed reports from the headteacher on pupil performance which is broken out into different pupil groups.</p> <p>We currently have a Curriculum Sub- Committee</p>	<p>Subject Monitoring Visits now include questions specifically about provision for SEND and Pupil Premium Pupils.</p> <p>Develop a good knowledge of these reports through detailed reading and question headteacher for clarification if needed.</p> <p>Further Training in this area to upskill.</p>	<p>ALL</p> <p>ALL</p> <p>Curriculum Sub-Committee</p>	<p>Insight Gained into how each area of the curriculum adapts to the needs of different pupil groups.</p> <p>Clear understanding of reports and trends.</p> <p>Holding leadership to account.</p> <p>Current relevant training enables us to keep this as a priority.</p>	<p>Academic year 22/23</p> <p>After each report.</p> <p>Autumn 22</p>
5	Governing Board Engagement with Stakeholders	Section 1b. Accountability	<p>NGA Skills Audit Average Score: 3</p> <p>Our understanding is developing in this area.</p> <p>We are starting to look at how we can engage more with our stakeholders.</p>	<p>Further training is required for us to identify the roles of each stakeholder and the expectations of the governing body towards each one. Complete NGA Learning Link on this.</p> <p>Contribute to shared document containing ideas for parent/pupil governor engagement and put some into action.</p>	<p>ALL</p> <p>ALL</p>	<p>Better understanding of our role in this area.</p> <p>Increased interaction with the pupils and parents at the school. Improved relationships.</p>	Academic year 22/23

Newlyn School Governance Development Plan

Academic Year 2022/23

Governors on board: 10 including the headteacher. 1 Chair of Governors. 2 Vice Chairs

Objective	Skills Audit Focus Area	Competency Framework Area	Governing Board's Current Capabilities	Improvement Action to Take	Responsible Person(s)	Impact of Action	Timeframe
6	Headteacher Appraisal	Section 1b. Accountability	<p>NGA Skills Audit Average Score: 3</p> <p>Limited number of governors have experience in headteacher's appraisals.</p> <p>Chair is comfortable in her knowledge.</p>	<p>Read NGA guide for headteacher appraisal to improve their knowledge.</p> <p>To refresh knowledge of the process.</p>	<p>Vice Chairs</p> <p>Chair</p>	<p>Increased Knowledge in this area- Succession Planning for the role of Chair.</p>	<p>Appraisal Time of Year</p>
7	Role Development & Working Relationships	Section 1c. People	<p>NGA Skills Audit Average Score: 3</p> <p>We have good working relationships as a board. We actively engage in training to better understand our roles.</p> <p>We have a "buddy system" whereby we pair new governors with those who are more experienced to help them learn about the role.</p>	<p>Continue to undertake relevant governor training via TPAT and NGA Learning Link.</p> <p>Maintain a good working relationship and conduct our business fairly and in a non confrontational manner.</p> <p>Continue to pair new governors up in this way and to ensure that a smooth and clear induction process is in place.</p>	<p>ALL</p> <p>ALL</p> <p>Chair/Vice Chairs</p>	<p>Increased Knowledge of the governor role.</p> <p>Effective teamwork and good working relationships.</p> <p>New governors get up to speed quickly and have a clear understanding of their role.</p>	<p>Academic Year 22/23</p>
8	Structure & Core Functions	Section 1d. Structures	<p>NGA Skills Audit Average Score: 4</p> <p>We are aware of our strategic role and core functions as a governing body and ensure we have up to date training on this.</p>	<p>Maintain current governor training on the governing body's strategic role via TPAT and NGA Learning Link.</p>	<p>ALL</p>	<p>A good knowledge of where the boundaries lie between the governing board and the school.</p>	<p>Academic Year 22/23</p>

Newlyn School Governance Development Plan

Academic Year 2022/23

Governors on board: 10 including the headteacher. 1 Chair of Governors. 2 Vice Chairs

Objective	Skills Audit Focus Area	Competency Framework Area	Governing Board's Current Capabilities	Improvement Action to Take	Responsible Person(s)	Impact of Action	Timeframe
						Correct structures in place in order to operate effectively.	
9	Legal Frameworks	Section 1e. Compliance	<p>NGA Skills Audit Average Score: 3</p> <p>We have a good knowledge of our responsibilities but need to keep this knowledge current.</p>	Training on Compliance via the NGA Learning Link.	ALL	<p>More confidence in assessing when external help may be required.</p> <p>Increased ability to engage in panel work.</p>	Academic Year 22/23
10	Equality & Diversity	Section 2. Equality, Diversity & Inclusion.	<p>NGA Skills Audit Average Score: 4</p> <p>We have an Equality & Diversity governor who regularly monitors this in the school and reports back.</p> <p>We ask questions at meetings and read reports in order to ensure that every child at the school has equal opportunities</p>	<p>Maintaining this governor role.</p> <p>Everyone to have a knowledge of this area through training and information given by the lead governor.</p>	<p>Equality Governor</p> <p>ALL</p>	Monitoring taken place on a regular basis and reports written for reference to keep everyone up to date.	Academic Year 22/23
11	Self-Review	Section 3. Self-Evaluation	<p>NGA Skills Audit Average Score: 3</p> <p>As a governing body we have completed self review questions on our performance and on the performance of the governing body as a whole.</p>	<p>Each individual will commit to completing training in areas where they feel less confident.</p> <p>The board will give opportunity for governors to try different roles.</p> <p>The Chair and Vice Chairs will put plans in place to develop the weak</p>	<p>ALL</p> <p>Chair/Vice Chairs/ALL</p> <p>Chair/Vice Chairs</p>	<p>Better skilled governors with increased confidence.</p> <p>More varied experience across the board.</p> <p>More effective governing body.</p>	Academic Year 22/23

Newlyn School Governance Development Plan

Academic Year 2022/23

Governors on board: 10 including the headteacher. 1 Chair of Governors. 2 Vice Chairs

Objective	Skills Audit Focus Area	Competency Framework Area	Governing Board's Current Capabilities	Improvement Action to Take	Responsible Person(s)	Impact of Action	Timeframe
			<p>There was the opportunity for feedback from all governors which was very positive.</p> <p>We acknowledge that we are moving in the right direction and that need to further expand our training.</p> <p>We have also completed the NGA skills audit.</p>	<p>areas of the board's knowledge/skills.</p>			