

# SKILLS AUDIT MATRIX 2022

## WOODSTON PRIMARY SCHOOL

Response coverage 100%

Self-evaluation scores 1-5 (1 = strongest) have been aggregated and RAG-rated.

RAG-rating

1-2.5 green

2.6 – 3.9 amber

4 – 5 red

**Figures in blue are adjusted to reflect SB's resignation, post-audit.**

Section 1 STRATEGIC LEADERSHIP AND ACCOUNTABILITY	IN SCHOOLS / EDUCATION		IN ANOTHER SECTOR	
Experience of being on a governing board	2.3	2.5	3.4	3.7
Experience of chairing a governing board or committee	4.4	4.3	3.6	4.3
Awareness of the key aspects of national education policy	2	2		
Experience of strategic planning	3	2.7	2.1	2.5
Experience of engaging and working with stakeholders	3	2.7	2.1	2.5
Understanding of the principles of risk management and how to prioritise, assess and mitigate against risks	2.6	2.3	2.1	2.3
Ability to work with colleagues and leadership to establish expectations for improvement, outcomes and how progress is to be reported	2.8	2.3	1.9	2
Confidence in asking questions and challenging leaders in an appropriate way	2	1.3	1	1
Confidence to speak up about concerns	1.4	1.3	1	2.3
Experience of preparing for and responding to inspection and oversight	2.6	2.3	2.1	
Section 2 QUALITY OF EDUCATION	IN SCHOOLS / EDUCATION		IN ANOTHER SECTOR	
Knowledge of the elements that make up a broad and balanced school curriculum to meet to needs of all children	2.3	2.2		
Understanding of how the attainment and progress of pupils is assessed and measured	2.5	2.2		
Ability to interpret data and statistics relating to pupils' progress and outcomes and understand how to use that data to identify strengths, weaknesses and areas for development	2.4	2.2		

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Section 3 FINANCE AND HR	IN SCHOOLS / EDUCATION		IN ANOTHER SECTOR	
Understanding of how schools are funded	1.6	1.8		
Understand and interpretation of budgets and balance sheets	2.5	2.2	2.5	2.7
Experience of financial planning, monitoring, decision making, compliance and control	3	2.8	2.6	3
Experience of human resource (HR) policy and processes	3.3	3	2.6	3
Understanding of the duties of the school and Trust as a responsible employer	2.3	1.8		
Experience of evaluating working practices and applying the learning to make improvements	2.8	2.3	2	2.2
Section 4 PEOPLE AND RELATIONSHIPS	IN SCHOOLS / EDUCATION		IN ANOTHER SECTOR	
Ability to listen to others' opinions and I am able to reflect and learn from a range of viewpoints.	1.3	1.3	1.4	1.5
Understanding of the need for tact and confidentiality when discussing sensitive issues or in difficult or adversarial situations.	1.3	1.3	1.3	1.3
Knowledge and experience of the community served by the school that can be useful to the board.	2	1.8		
Commitment to personal development and seek out learning and training opportunities.	1.5	1.5	2	2.2
Ability to work as part of a team and build positive working relationships	1.6	1.3	1.4	1.3
Commitment to the Nolan Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership	1	1	2	1.7
Section 5 STRUCTURES AND RESPONSIBILITIES	IN SCHOOLS / EDUCATION		IN ANOTHER SECTOR	
Understanding of the role and delegated powers of the Local Governing Body and how this differs from that of the Trust Board.	1.4	1.3		
Understanding of the role of the Local Governing Body in oversight and management and how this differs from the operational role of the school's leadership/management.	1.4	1.3		
Section 6 COMPLIANCE	IN SCHOOLS / EDUCATION		IN ANOTHER SECTOR	
Experience of complying with legal, regulatory and financial frameworks and statutory guidance.	2.3	2.2	3	2.2
Understanding of the duties and responsibilities of a local governor for safeguarding and pupils with special educational needs and disabilities (SEND).	1.5	1.5		
Understanding of the importance of adhering to organisation policies e.g. on parental complaints or staff-discipline issues.	1.1	1.2		