**GOVERNANCE DEVELOPMENT PLAN (GDP)**

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| **Academy /School / Trust Board Name:** | | | |  |  | | |
| **Governance Leader:** | XXXXX | | | **Date Range for completion:** | March 2019 | | |
| **Academies/Schools in MAT/Federation:** | *If applicable* | | | **Mentor:** | XXXX | | |
| **Position on Board:** | Chair | | | **Number on Board:** | 13 (3 vacancies as at March 2019) | | |
| **Self-evaluation:**  *Governance Competencies prioritised for development* | Strategic Leadership 1a, 1d and 1e  Accountability 2f  Compliance 5a  Evaluation 6a | | | **Self-evaluation:**  *Brief description of how you involved the Board in the self-evaluation* | The self evaluation template was circulated to all 14 Governors. 12 responses were received and collated and results used to populate template by Chair. | | |
| **Objective** | **Activities** | **Time scale** | **Led by** | **Success criteria** | **Monitoring evidence** | **Evaluation** | **RAG** |
| 1.To improve the Board’s knowledge on the strategic requirements of governance incl legal, regulatory and financial functions and deliver against these with confidence | 1. Chair to attend relevant training – Strategic Leadership and Being an Effective Chair  2. Chair to meet with the Board and disseminate knowledge  3. Board to review values/ethos  4. share values/ethos with school community and staff through meetings, website, parents evenings, newsletters | Autumn Term | Chair | The Board lead by the Chair are more confident in their strategic, legal and financial requirements.  Evaluation of the Board’s effectiveness. | * Feedback from the Board * Feedback from the school community on the effectiveness of governance | This has mostly been met. Chair is still in the process of disseminating knowledge and guiding the governing body.  Further governor engagement is required to ensure an effective Board. | A |
| 2.To improve the Board’s knowledge around Risk Management and enable them to effectively deliver risk management and internal control strategies | 1. to arrange relevant Risk management awareness training  2. as a Board review risk management and control systems ensuring they are robust  3. review monitoring processes | Winter Term | Chair | The Board will have a greater understanding of risk management and internal control strategies in place which are easily accessible/published  . evaluation of the Board’s effectiveness and efficiency | 1. Publish internal control strategies so they are easily accessible. 2. Test of the risk management and control strategies 3. Standard agenda item as part of the Resources committee 4. Annual evaluation of the effectiveness of risk management strategies | Risk register/control strategies have been published and are a living document. Governing Body have expressed that they are now more confident on risk management processes. | G |
| 3.To be effective in holding executive leaders to account for education and financial performance  4. To recruit additional Governors.(3 vacancies) | 1. Chairs of Teaching and Learning Committee and Resources Committee to attend relevant training – Accountability  2. Discussion at both committee meetings to agree what data is required to be provided  3. share performance data with school community   1. To contact local businesses about volunteering opportunities as a school governor. Chair to interview all candidates to explain role/level of commitment required. 2. Advertise for a parent governor. Chair to interview all candidates to explain to role/level of commitment required. 3. Training Governor to ensure adequate induction. | Winter Term  By Sept 2019 | Chair  Chair  Training Governor | The Chair will lead the Board in holding school leaders to account for educational and financial performance  .  . effective scrutiny and evaluation of education and financial performance data  . using data to effectively drive school improvement  Recruit suitable persons onto Governing Body | 1. Educational performance to be evaluated and reviewed in detail by the GB half termly 2. Financial performance to be evaluated and reviewed by the GB half termly.   To have a Governing Body of 16 members | GB is moving to a ½ termly GB meetings (6) from Sept 2019. Sub committees are to be dissolved to provide more engagement and accountability | G  R |
| **Development Activity** | | **Credits** | **Date Completed** | **Mentor Sessions** | **Date arranged** |  | |
| Strategic Leadership for Chairs | | 1 |  | * Self-evaluation and agreement of GDP | 18/6/2018 | *Standard rate minimum 2 sessions* | |
| Being an Effective Chair | | 1 |  | * Interim review of progress (*if applicable*) |  | *Higher rate minimum 3 sessions* | |
| Governance and the School Community | | 1 |  | * Final Review of GDP | 13/3/19 | *Add further sessions if used* | |
| Finance for Governors  Statutory Requirements of Governance | | 2  1 |  |  |  |  | |
| **Total** | | 6 | **Total available 6/18\*** |  | | | |
| **Impact Summary** | | | | **Area/s for further development in the next cycle** | | | |
| Overall the |Chair is more confident through the training opportunities in leading the Governing Body effectively. | | | |  | | | |
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