

# London Enterprise Academy

## Governors Skills Audit - Year 2023-2024

Prepared by– Chair of Governors January 2024



### Introduction

The Governors' skills audit is a yearly appraisal of the skills, knowledge and qualities of our Governing Body. In the audit, we assess the current Governing Body's strengths and weaknesses, to ensure that the current development needs of our Governing Body are met and that Governors have received appropriate training to coincide with their role. Furthermore, it is an opportunity for the Governing Body to plan for the year ahead in terms of training and development objectives and identify any significant threats to the successful and effective delivery of the Governing Body's core function. The National Governor's Association provides a Governing Body skills audit proforma, assessing several domains and this has been used to prepare our audit report. A total of 11 responses were received. Two years ago, an external Governance Review was carried out using Hackney Learning Trust which also provided our Governors with the opportunity to reflect on strengths and develop areas of weaknesses. This year we are carrying out another external review of governance using the NGA to identify strengths and areas that require further improvement

In December 2023, the Governing Body commissioned NGA to provide training for all governors on roles and responsibility including key strategic function of the governing body, working with the school leadership team, holding the principal to account.

### Changes since 2022

The Governing Body lost an experienced Chair when his four year term ended who was replaced by an experienced governor of the school with Education and school leadership background. The Chair has been part of the Governors for the past two years.

The Chair of Finance, Resource and Audit (FRAC) who was relatively new also left the board. The Governing Body added a finance professional who works at Deutsche Bank – a qualified Accountant and trained Auditor, three female governors with a range of skill set who all work in professional environments have also been added to the board which strengthens the diverse range of skills on the board.

The school delivered a positive Ofsted inspection (July 2022) which removed the school from Special Measures. The Ofsted inspection complimented the work of leaders and governors.

*"Respect for all sums up London Enterprise Academy nicely. Pupils have pride in themselves and their school. They are polite, courteous and welcoming. They, too, are welcomed into school, regardless of their background or previous experiences"- Ofsted, July 2022*

*"Senior and middle leaders' work to improve the curriculum and how it is taught is paying dividends" Ofsted, July 2022*

*"Leaders ensure that pupils' well-being is given a high priority"- Ofsted, July 2022*

*"Leaders react promptly when safeguarding issues in the school are raised" - Ofsted, July 2022*

### Results

The Governors' skills audit demonstrates that our Governing Body (GB) is currently in a strong position in terms of its skills and qualities. Governors are motivated and committed to the school and their role within the GB.

In terms of the skills, which are defined as **essential criteria** for the Governing Body (GB), the GB scored an average of 25 of a total score of 30. This demonstrates that the GB has the essential skills and

criteria required to effectively perform its duties.

In terms of the GB's **understanding and experience of Governance**, the GB scored 11 out of 15. This is one area the GB needs to improve further. Several governors have newly joined the GB, and it is imperative to provide further training in terms understanding the scope of their roles. All governors are provided with core roles and responsibilities training, along with safeguarding as well as visiting the school to see the school in action.

The GB scored highly on the **vision and strategic planning section**, a score of 24 out of 30, suggesting our GB has a good understanding and experience of strategic planning and managing challenging situations. They require further knowledge on education policy.

The GB scored very highly on the section of **holding the head to account**, with a score of 25 out of 30. The skills and professions represented within the GB demonstrates that our GB is well experienced in appraising school performance data. Particular strengths are finance professionals on the finance committee which includes an Auditor on the committee and education professionals on the curriculum and standards committee which is led by a qualified Secondary School teacher.

The GB scored 11 out of 15, in the **financial oversight** section. Despite there being strength on the GB, with members working in the financial services including an Audit Manager, clearly some governors are not confident in school financial oversight and facilities management. This is an area of development for the future.

In the final section **Knowing your School Community**, our GB scored 19 out of 25. Some members of the GB are representative of the local community, however clearly the socio-economic backgrounds of our GB mean that the understanding of the complexities of the area within which the school is located, still holds a challenge. This raises a developmental need to support and help Governors to know more about the high-deprivation index of the community in which the school is based and the complex interplay of socio-economic factors, that make the governance of this school particularly challenging. This of course is important in the context of achieving the desired progress and attainment outcomes for our students.

Essential for governors (30)	Understanding or experience of governance (15)	Vision and strategic planning (30)	Holding to account (30)	Financial Oversight (15)	Knowing your school community (25)
27	14	25	28	14	28
28	12	26	23	7	16
28	14	29	29	13	28
30	14	28	29	15	20
24	9	20	22	8	14
27	11	22	27	10	23
29	14	28	28	14	20
26	6	19	24	8	14
28	7	26	23	9	19
<b>27.4</b>	<b>11</b>	<b>24</b>	<b>25</b>	<b>11</b>	<b>19</b>

## Summary

The Governing Body have acted on the previous external review with a clear action plan. The Governing Body currently is represented by governors from several professional spheres, who bring a significant amount of skill, understanding of governance and commitment to the school. For some of the members of the GB, this is their first experience of governance in a public sector school, in an area of high deprivation, and low social mobility. Despite this, with the quality of the individuals on the GB, with their range of skills, strong and effective ability to hold the leadership of the school to account, strong governance can be expected in the coming year. The GB is in a strong position to provide strong leadership, to fulfil the school's vision and ethos, and to develop the school into a successful institution in the future.

The Governors have commissioned another External Review of Governance (ERG) which is being carried out between January and March 2024 by the NGA. The ERG will have a follow up training for all governance to ensure any issues identified are addressed swiftly. Once again, it will act on the findings

## Key Development Goals

There are several key development needs for the 2023-2024 academic year. These consist of training needs and also the need for greater familiarity of the GB with the local community.

The Governing body is determined to continue improving the school so that it can continue to deliver high standards for pupils, leading to an OFSTED Inspection of Good or better. Therefore the actions for next year are:

### Training of governors on roles and responsibilities by NGA

- Better understanding roles and responsibilities, especially acting as link governors more effectively
- Training on current education policy, the national curriculum and how to critique it
- Training on managing the school budget and school finance
- Ofsted training on the new inspection framework for new governors

## Community involvement

- Greater involvement in school activities such as parents' evening, sports day and award ceremonies
- Greater interaction with parents through meet and greets etc, to garner parent views regarding the school and understand the culture and socioeconomic backgrounds of students

**This skills audit will be reviewed in October 2024.**

1.	Ashid Ali	Principal	Sept 2014
2.	Nazim Ahmed	Chair – Education, Senior Leader Secondary	Sept 2022
3.	Tanveer Chowdhury	Finance	June 2022
4.	Shah Muhmud	Local Authority (Advisor to Mayor of Newham) Safeguarding lead	May 2015
5.	Mahbub Alam	Parent Governor	July 2023
6.	Anastasia Smirnova	Software Engineer	June 2023
7.	Laura Leman	Software Engineer	June 2023
8.	Aditya Dubey	Vice Chair – Trained Accountant	July 2023
9.	Imogen Vining	NHS - Nurse	July 2023
10.	Kabir Ahmed	Telecoms, former Stockbroker, Finance	April 2023
11.	Sunny Chou	Legal & Compliance	April 2023
12.	Edward Chessun	Education – qualified Secondary Teacher	April 2023
13.	Fahmida Sultana	Staff Governor – maths teacher	April 2023