GREAT ARLEY GOVERNING BODY SELF-EVALUATION 2025

INTRODUCTION

The Department for Education recommends that an effective governing body will review its own performance regularly. The governing body can evaluate the effectiveness of their governance through a combination of self-assessment tools, independent perspectives, and skills audits. Evaluation considers:

- the governing body's effectiveness and the quality of its decision making
- its impact on efficiency and reducing unnecessary workload for governors and staff
- the skills needed for governance
- readiness for growth, if appropriate
- individual performance of governors, for example their contribution to governing body meeting discussions

In June 2025, Great Arley Governors were asked to undertake the annual self-assessment of Governing Body effectiveness. It was agreed at the 21.05.2025 Curriculum & Strategy Committee meeting that the Governing Body self-evaluate using the new GovernorHub Governing Body effectiveness tool;

GovernorHub

https://app.governorhub.com/g/greatarleyschool/management/effectiveness/efficacies

Eighty nine percent (89%) of Governors completed the self-assessment. The chair generated a report based on the findings and the Chair made contact with the one Governor who had not been able to complete the evaluation. Six key areas of governance were reviewed:

- Committing
- Contributing
- Leading
- Aspiring
- Evaluating
- Analysing/ monitoring

PREVIOUS EVALUATION 2024

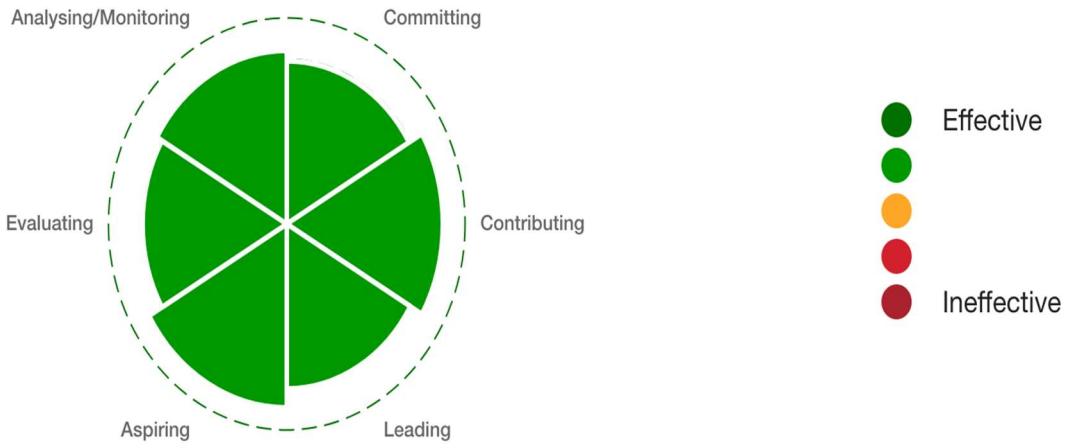
During 2024 the governing body undertook an external evaluation with a local authority facilitator. The evaluation recommendations and current position are RAG rated (Red/ Amber/ Green) and summarised below.

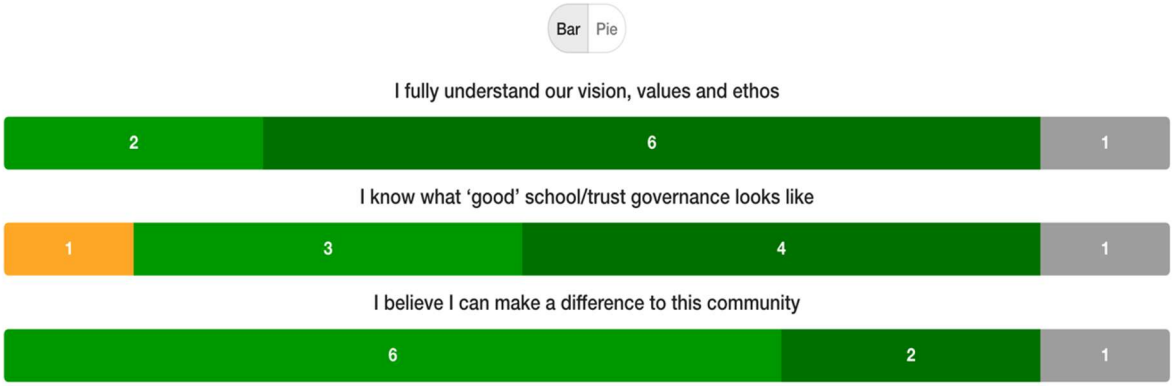
	Action Agreed 2024	
1	Avoid Board becoming too education heavy. Write to large local employers to recruit more Governors: e.g. DWP, BAE, NHS	
2	Governors to capture all learning, not only courses attended (e.g. reading)	
3	Strengthen school visit protocols. School visits to be reported in writing by Governors, rather than verbally	

4	Send out training development needs again to Governors	
5	Consider election of Chairs in Summer not Autumn. To hit the ground running each September	
6	All Governors to try and ask 3 questions per committee/ meeting	
7	Review nominated Governors roles in priority areas; **Quality of education** : Reading, curriculum **Behaviour & attitudes** :Safe and thriving, Safeguarding **Personal Development** : Communication, preparedness for adulthood **Leadership & Management:** CPD, health & safety	
8	Succession planning for Chair	

2025 GOVERNING BODY EVALUATION FINDINGS

From the 2025 self-evaluation, overall, all Governors reflected positively on the 6 key areas of governance. Summary findings are presented below.





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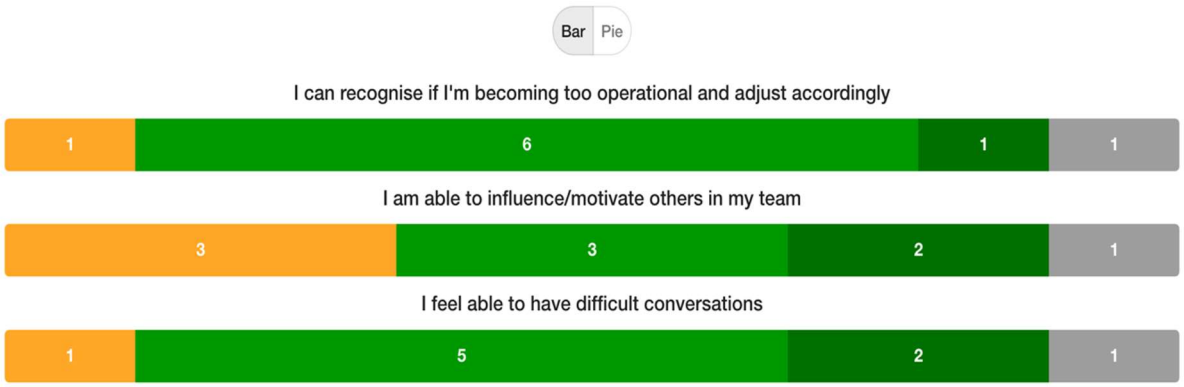

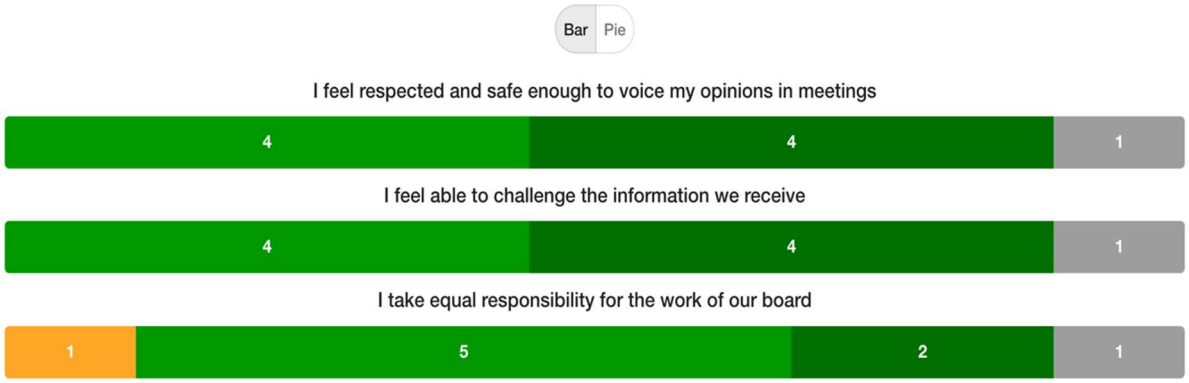

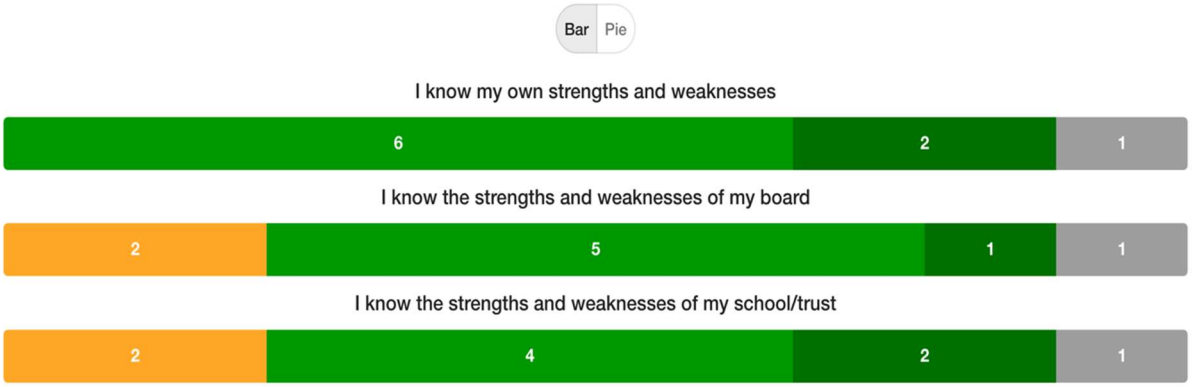

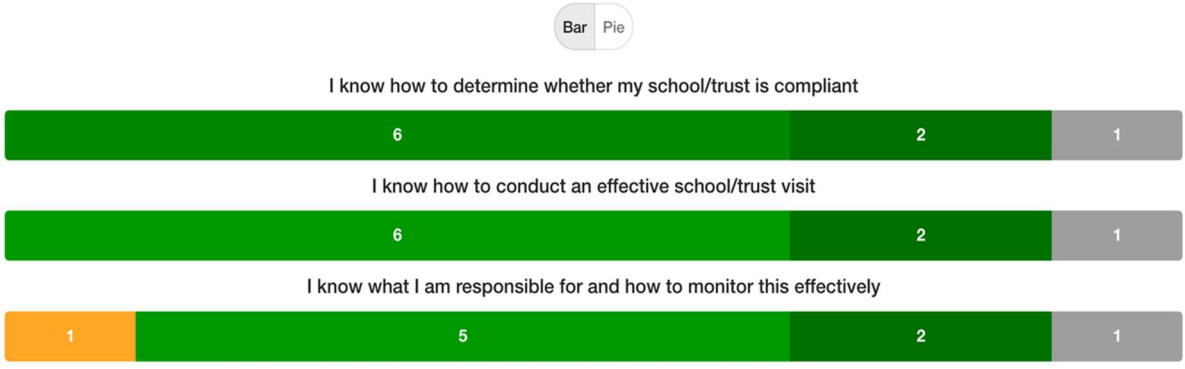

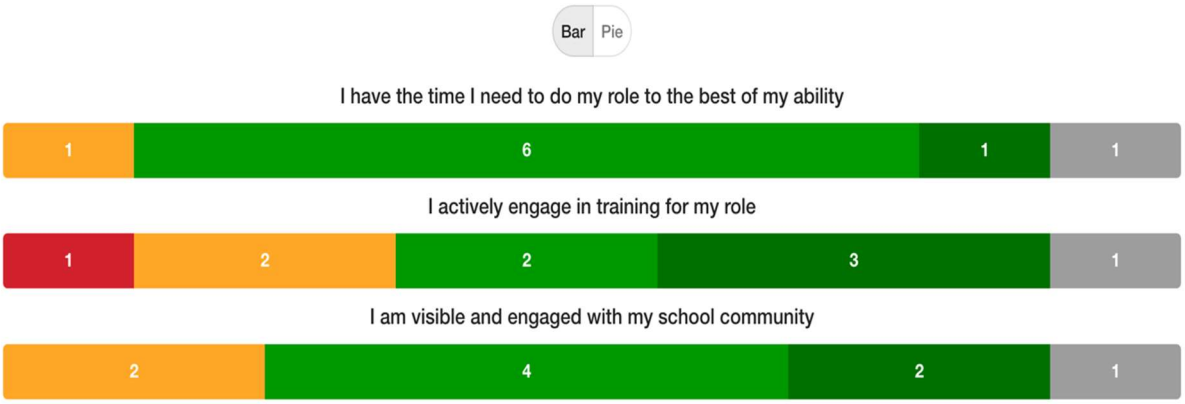

TRAINING NEEDS & EXPERIENCE

Governors were also asked through the GovernorHub Effectiveness tool about their experience, confidence and training needs to undertake their role effectively. The numbers of Governors with experience are summarised below.

Education	Experienced 6
Risk management	Experienced 6
Safeguarding	Experienced 6
Auditing	Experienced 5
Mediation/law	Experienced 2
Complaints handling	Experienced 7
Data analysis	Experienced 3
Health and safety	Experienced 5
Marketing and publicity	Experienced 3
Previous governor/trustee experience	Experienced 1

A review of skills was included in the self-evaluation. Most governors felt confident, but for some governors more training was identified to increase confidence. The feedback on skills is summarised below.

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Chairing boards	Experienced 2	Confident 5
Chairing meetings	Experienced 5	Confident 5
Handling complaints	Experienced 5	Confident 4
Considering suspensions and exclusions	Experienced 5	Confident 5
Mentoring others	Experienced 6	Confident 4
Managing performance	Experienced 7	Confident 4
Recruiting staff	Experienced 8	Confident 4

This 2025 evaluation reflects a wealth of experience across the Great Arley governing body members although few actually had previous governor experience. Linked to their previous work/ life experience Governors were also asked to reflect on their confidence in the Governor role in specific areas

HR/recruitment	Experienced 7
Special educational needs and disabilities (SEND)	Experienced 5
Finance/budgets	Experienced 6
Strategy and vision	Experienced 6
Education	Experienced 6
Risk management	Experienced 6
Safeguarding	Experienced 6
Auditing	Experienced 5
Mediation/law	Experienced 2
Complaints handling	Experienced 7
Data analysis	Experienced 3

An important part of the evaluation is an analysis of training, a summary box below outlines the training requested by governors.

Data analysis	Would like training 1
Safeguarding	Would like training 1
Special educational needs and disabilities (SEND)	Would like training 3
Pupil premium	Would like training 1
Finance/budgets	Would like training 3
Complaints	Would like training 2
Health and safety	Would like training 2
Governor/trustee role	Would like training 2
Parent governor role	Would like training -
Staff governor role	Would like training -
Suspensions and exclusions	Would like training 1
Staff recruitment	Would like training 1
Safer recruitment	Would like training 4
The Prevent duty	Would like training 2
Cybersecurity	Would like training 2

REVIEW & RECOMMENDATIONS

The review provides significant assurance that the Governing Body is working well and is effective. The self-evaluation has provided a richness of information relating to Governor roles, confidence and experience. Moving forward, the Governing body needs to ensure it continues to be effective and ensure that the Governors continue to feel confident, have role clarity and continued access to relevant training.

There are however outstanding areas from the 2024 evaluation such as; succession planning and recruitment that still require addressing to future proof the Governing Body effectiveness. There are also ongoing training needs for both new and established Governors and for Governors to record any training/ development that they have undertaken onto GovernorHub.

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Governors are encouraged to access GovernorHub for relevant training which is largely via on line training with options for face to face at venues across Lancashire.

Governors are asked to;

- Receive the summary report
- Feedback on the evaluation approach via GovernorHub
- Discuss the findings & actions required

HELEN WILLIAMS
CHAIR