

# 7 MINUTE BRIEFING – Governors’ Competency Framework

[www.gov.uk/government/publications/governance-handbook](http://www.gov.uk/government/publications/governance-handbook)

## 6. Evaluation

- Managing self-review and development – *demonstrating the agreed values and culture and evaluating individual contributions*
- Managing and developing the board’s effectiveness – *setting the tone and culture, distinction between strategic and operational*

## Introduction:

The DfE Competency Framework sets out the knowledge, skills and behaviours needed in order to be effective members of any governing board.

It is divided into 6 sections – 1. strategic leadership, 2. accountability for educational standards and finance, 3. people, 4. structures, 5. compliance and 6. evaluation.

## 5. Compliance

- Statutory and contractual requirements i.e.
- Legal, regulatory and financial requirements
- Statutory guidance and advice
- Ofsted framework
- Equalities and Health & Safety
- Prevent
- SEND
- GDPR and FOI
- Whistle blowing
- Adhering to policy e.g. Parental complaints, staff discipline



## 1. Strategic Leadership

- Setting the strategic direction – *planning and prioritising, monitoring progress, managing change*
- Setting the culture, values and ethos – *demonstrate these, embed them and monitor the impact*
- Decision making – *move from discussion to specific, measurable actions*
- Collaborative working with stakeholders and partners – *informed and respond to views*
- Risk management – *identify, evaluate, prioritise and mitigate*

## 4. Structures

- Roles and responsibilities – *avoiding unclear or overlapping*
- *The 3 core functions*
- *The essentially strategic role*
- *The committee structure – fit for purpose*
- *How governance functions are organised and delegated*

## 3. People

- Building an effective team – *constructive challenge, diverse views and backgrounds*

*Personal skills and attributes are described as:*

- *Committed*
- *Confident*
- *Curious*
- *Challenging*
- *Collaborative*
- *Critical and*
- *Creative*

*Whilst being mindful of the 7 Nolan Principles:*

- *selflessness, objectivity, integrity, accountability, openness, honesty and leadership*

## 2. Accountability

- Educational improvement – *receive accurate information, challenge appropriately and hold leaders to account*
- Rigorous analysis of data
- Financial frameworks and accountability – *sustained financial health and efficiency*
- Financial management and monitoring – *to improve outcomes*
- Staffing and performance management
- External accountability

Lorimer Russell-Hayes

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