



## Pikemere Governing Board

### Self-Evaluation Meeting

13<sup>th</sup> September 2017

#### **Attendees**

E Martindale (EM)	SL Gohr (LG)	B Cox (BC)	E Taylor (ET)
C Morris (CM)	C Richards (CR)	J Whiston (JW)	S Steele (SS)
P Smith (PS)	L Smith (LS)		

EM thanked the school catering staff for the refreshments.

EM confirmed that the purpose of this meeting was not to talk about Academy or Ofsted but to consider this Board of Governors and the skill set available. It was important to know what is required from the GB both individually and collaboratively. Governors should feel confident asking questions and challenging.

LG explained her Coaching work and explained how the meeting would be formatted. LG explained this was about the here and now not the future. Governors were asked to commit to a coaching environment and to be honest about their answers.

#### **I need to commit to...**

- Being honest, asking challenging question
- Not eating all the sandwiches
- Speaking up, being more confident
- I need to commit to listening to others and sharing my thoughts.
- I need to...listen to the views and opinions of others
- I need to think broadly
- Listen – especially to conflicting ideas
- Being honest
- Sharing what I know, Taking on Board new ideas
- Commit to 2 actions for me to improve
- Be quiet and listen

#### **I need others to commit to...**

- Others need to commit to being open and honest with their opinions
- Share ideas freely
- Be honest
- Look for possibility in what is being said
- I need others to value their own skills and what they have to contribute and to voice these – DON'T BE MODEST
- Full participation, taking responsibility for completing actions

- Listen in a safe environment
- Speak up
- Helping me with the unknown
- Everyone else to be confident in giving honest views and opinions

### **I need Louise and Liz to commit to...**

- To take full account of differing ideas and facilitate further discussion.
- Listening and reflecting - move the meeting along, priorities, not getting bogged down in the minor detail
- I need Liz and Louise to commit to having time to pull tonight's outcomes together and share with Governors
- Doing something with the outcome (either together or as a whole GB) and feeding back to the rest of the Governors.

### **Skill Sets, Knowledge and Expertise**

- A caring approach to the needs and welfare of the staff
- Experience in education throughout the learning journey
- Open Minded, eager and committed
- Business and finance
- Teamwork skills, Leadership Skills, Flexibility and commitment
- See the good in what the school does – positivity in meetings
- Operational skills
- Evaluative of data
- Understanding needs and wants of looked after children
- Understanding of the Headteacher's role , challenges
- Compassion, empathy and understanding
- Knowledge of different phases of education
- Confidence in debating
- An ability to be forward looking
- Committed , Reliable and Trustworthy
- Committed Chair
- Not afraid to challenge and question
- Caring about the children and staff's well being
- Supportive
- Organised, Methodical, Caring
- HR
- Knowledge of wider business process
- Openness
- Challenge
- Reflective
- Parent views given

- A huge interest in the welfare of all children
- Pastoral support/ wellbeing of all staff
- Involvement with children – garden beds/educational visits
- Attending new starter evenings
- Understanding the needs of Looked after children
- Early years, Early years, Early years
- Attention to detail, Methodical
- Great knowledge of policies and procedures in education and beyond
- An understanding of the difficulties and challenges faced in ALL areas of the school
- Ability to understand and interpret data
- A hands on attitude when required.
- Knowledge of how school operates, Gets on with the teachers, prepared to do all sorts.
- Understanding of children, Humorous, Aware of safety in school
- An ability to be non-confrontational
- Business and Finance, Purchasing and Buildings
- A sound understanding of financial matters
- Personal attributes – Caring & supportive; want best for the pupils; commitment to the school; genuinely curious and motivated
- A willingness to be supportive in bad and good times
- Professional Knowledge – HR; Educational Teaching/leadership; Finance; H&S; SEN/Safeguarding; Looked after/fostering and Academy and Governance.
- Asking questions, Staying in the enquiry, Creativity, External view
- An ongoing interest and knowledge of educational policies and initiatives
- School Management, Subject knowledge, Personnel, Measurement
- Passion for the best outcomes for the children
- EYFS Expert challenge and support data
- Knowledge and understanding of safeguarding and SEND
- HR understanding and expertise, challenge and support
- Gathering views from parents (annually) Feeds into action plan – Parent Forum
- Understanding the needs and challenges of SEN
- Pupil Premium/Data expert offering support and challenge
- Confidence
- Committed
- Good combination of experience within and outside education.
- People who are interested in Pikemere – care about the children and the staff
- Parenting skills
- An appreciative approach towards staff and pupils
- Organised, open to learning and constructive criticism
- Recognition for staff (where evidenced)
- Finance experts, challenge and support
- Thoughtfulness, sensitivity, generous with their time.

EM advised that Pikemere is a fantastic school with a strong Governing Board but there was always capacity for working smarter.

The Governors shared the Competency Framework for Governance.

It was agreed that the Governing Board had specific areas of expertise so it was not the same few Governors questioning and challenging.

*Challenge* – BC questioned the global view and where decisions had come from. He challenged how information was shared with Governors not on specific committees. It was agreed that the Chairs of each committee would provide a brief resume at each Full Governing Board meeting. Governors were also sent copies of the minutes and Trust Governor has copies of all information.

The GB agreed that not all Governors could know everything and it was important to have different viewpoints. EM felt the Governors all respected each other's opinion. The Governors discussed the format of updates and the best use of the Headteachers time. It was agreed that LG would advise when there was something new to report as opposed to fixed updates. The Governors agreed that they should take ownership and not just rely on the Headteacher.

It was agreed that Jeff Marshall would be invited to a future FGB meeting but this meeting was about this school and the children in the school. EM explained the new Chancery Trust format and agreed that the final structure would be reviewed at a future meeting with all Governors.

**Action LG**

JW left the meeting at 6.03pm

The Governors completed a table exercise and EM explained the process and outcomes being looked for. The results would be shared at the Autumn Term meeting and a plan of action would be drafted.

**Action EM/LG**

Discussions were held about skill sets and appropriate committee membership. The Governors agreed that there should be three committees Buildings, Finance and Personnel; Curriculum and a meeting of the Chairs of Committees to plan the annual agendas.

LG went through the Governor visit form and suggested useful lines of questioning which would assist the Governors and Staff to prepare for any visits.

It was agreed that a staff time would be made available instead of a staff meeting to allow Governors to meet with their link.

**Action LG**

The Governors confirmed they had found the process very useful.

E. A. Martindale

Chair