

GAINING KNOWLEDGE & SKILLS

COMPETENCY	ESSENTIAL	ACCOMPLISHED	HIGHLY SUCCESSFUL	ROLE SPECIFIC	NETWORKING
<b>Being An Effective Board Member</b>	<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>Governor Induction: Your Role, Responsibilities &amp; Organisation</li> <li>Safeguarding Children In Education – Initial Safeguarding Governors Responsibilities</li> <li>Governors New To Primary Education</li> </ul>	<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>Safeguarding Children In Education Refresher – Safeguarding Governors Responsibilities</li> <li>Being Prepared For Ofsted</li> </ul>	<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>Taking The Chair And Being Effective</li> <li>ESCP Managing Allegations Against Staff (Chair Of Governors)</li> </ul>	<ul style="list-style-type: none"> <li>Staff Governor</li> <li>Safeguarding Link Governor</li> <li>Chairs, Vice Chairs &amp; Committee Chairs</li> </ul>	<ul style="list-style-type: none"> <li>New Governor Networking</li> <li>Safeguarding Governor Network</li> <li>Governor Local Area Forum</li> <li>Lewes Area Governors Network</li> <li>Staff Governor Briefing</li> <li>Parent Governor Briefing</li> </ul>
	<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>Getting It Right As A Staff Governor</li> <li>Safeguarding: The Governor’s Role</li> <li>Key Functions Of The Governing Board</li> </ul>	<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>Handling Difficult Situations</li> <li>The Constitution Of The Governing Body</li> </ul>	<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>NGA Chair’s Course</li> </ul>		
<b>Quality of Education</b>	<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>Understanding &amp; Using Performance Data</li> </ul>	<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>Special Educational Needs</li> <li>Analysing Primary Performance – Data Link Governor Session</li> </ul>		<ul style="list-style-type: none"> <li>Data Link Governor</li> <li>Early Years Link Governor</li> <li>SEND Link Governor</li> <li>Pupil Premium Link Governor</li> </ul>	
	<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>Ofsted &amp; The New Ofsted Framework</li> <li>Pupil Premium</li> <li>Pupil Success &amp; Wellbeing - Early Years Education</li> </ul>	<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>Progress &amp; Attainment: Using Your Data To Improve Educational Outcomes</li> <li>Role of the SEND Governor</li> <li>Monitoring Performance Data and Targets</li> </ul>	<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>Governance Making An Impact And Changing Lives</li> <li>Arts &amp; Cultural Education: Improving Your School And Its Curriculum</li> </ul>		
<b>Behaviour &amp; Attitudes</b>	<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>Equality &amp; Diversity</li> <li>Mental Health &amp; Wellbeing Link Governor</li> </ul>	<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>Managing &amp; Avoiding Potential Conflicts &amp; Complaints</li> </ul>	<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>Leading Panels (Exclusions &amp; Complaints)</li> </ul>	<ul style="list-style-type: none"> <li>Mental Health &amp; Wellbeing Link Governor</li> <li>Equality &amp; Diversity Link Governor</li> </ul>	<ul style="list-style-type: none"> <li>Mental Health &amp; Emotional Wellbeing Governor Briefing</li> <li>Equality &amp; Diversity Networking</li> </ul>
	<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>Equality And Diversity: A Practical Guide For Governors</li> </ul>		<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>Minimising Exclusions</li> </ul>		
<b>Financial Management</b>	<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>An Introduction To Finance</li> </ul>	<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>Schools Finance: Developing Financial Management</li> </ul>		<ul style="list-style-type: none"> <li>Finance Link Governor</li> </ul>	<ul style="list-style-type: none"> <li>Governor Briefing - External Funding Opportunities</li> </ul>
	<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>Understanding Schools Finance</li> </ul>		<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>Managing Academy Finance</li> </ul>		
<b>Strategy &amp; Organisational Development</b>	<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>Strategic Oversight - School Visits</li> <li>Data Protection – What Does It Mean For Governors?</li> </ul>	<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>Partnership Working - Federations</li> <li>Health &amp; Safety</li> </ul>	<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>Undertaking Self Reviews of Governance</li> </ul>	<ul style="list-style-type: none"> <li>Chairs, Vice Chairs &amp; Committee Chairs</li> <li>Information Governance Link Governor</li> <li>Health &amp; Safety Link Governor</li> </ul>	<ul style="list-style-type: none"> <li>Local Authority Governor Briefing</li> </ul>
	<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>Governance Visits to Schools</li> <li>Vision, Ethos &amp; Strategy: Monitoring &amp; Evaluation</li> </ul>	<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>The Governing Board’s Role In School Improvement</li> </ul>	<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>Different Models of Governance</li> <li>Strategy: Living your values, reaching your vision, managing the risk</li> </ul>		
<b>Governing Board Leadership</b>		<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>Chairs, Clerks &amp; Headteacher’s Working Together</li> <li>Headteacher Recruitment &amp; Succession Planning</li> <li>Safer Recruitment Online Training</li> <li>Workforce Quality – Staff Development &amp; Performance Management</li> </ul>	<b>ESCC Training:</b> <ul style="list-style-type: none"> <li>Headteacher Performance Management</li> </ul>	<ul style="list-style-type: none"> <li>Chairs, Vice Chairs &amp; Committee Chairs</li> <li>HR Link Governor</li> <li>Clerks</li> <li>Training Link Governor</li> </ul>	<ul style="list-style-type: none"> <li>Chair of Governors Network Meeting</li> </ul>
		<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>Working Together: Building The Team &amp; Improving The Organisation</li> <li>Succession Planning</li> </ul>	<b>NGA Learning Link:</b> <ul style="list-style-type: none"> <li>Headteacher Appraisal &amp; Capability</li> <li>Handling Delicate Situations</li> </ul>		
<b>Further Development</b>	<b>New To School Governance:</b> <ul style="list-style-type: none"> <li>Governor buddy in school</li> <li>School Induction</li> <li>Governance &amp; Clerking Service</li> </ul>	<b>Wider Responsibilities:</b> <ul style="list-style-type: none"> <li>Work with local Governors to share experience/best practice, support &amp; challenge.</li> <li>Governor in another school</li> <li>Local Support Governor/National Leader of Governance</li> </ul>		<b>Essential Reading:</b> <ul style="list-style-type: none"> <li><a href="#">Competency Framework for Governance</a></li> <li><a href="#">Clerking Competency Framework</a></li> <li><a href="#">Governance Handbook</a></li> </ul>	

## Appendix - ESCC Governor Development Programme

ESCC have reviewed and revised its Governance training and development provision and has drawn up a new Governance Development Programme (GDP). This programme is aimed at developing the skills of both new and existing Governors and Clerks provider across the county.

The GDP provides a structured, but flexible approach to the development of Governors and Clerks, meeting the needs of both those just starting out in education and those experienced members of governing bodies and the clerks that support them.

The programme consists of 3 stages:

- **Essential:** These sessions are the key fundamental matters that give grounding in governance that each governor is expected to understand and which allows them to fulfil their statutory obligations and key functions as governors.
- **Accomplished:** These sessions primarily build on the fundamental knowledge and are slightly more specialised areas of governance that further develop governors' skills.
- **Highly Successful:** These sessions develop the knowledge and skills expected primarily of those in the position of Chair, Vice-Chair or committee Chair.

Moving through the journey of Essential, Accomplished and Highly Skilled stages of the programme will enable those charged with responsibility for governance in education to gain more knowledge, skills and expertise and add significant value to the educational establishments that they serve. The development activities include online sessions as well as face-to-face delivery.

This development programme combines both ESCC bespoke training and National Governance Association's online training, provided through their Learning Link, at no cost to governing bodies that buy into the ESCC Governance Service Level Agreement.

### Key Benefits

The aims of the whole GDP is to:

1. Ensure governors are equipped with the necessary skills and knowledge to fulfil their responsibilities
2. Provide a comprehensive and structured approach to governor induction and ongoing development.
3. Ensure clerks are equipped with the necessary skills and knowledge to provide high quality support for governance of their educational establishment.
4. Help governing bodies develop the necessary skills and behaviours so that they operate effectively, providing the necessary oversight and support and challenge to senior leaders.
5. Help governing bodies develop a pipeline of skilled governors and clerks to meet succession planning requirement.