

# London Enterprise Academy

## Governors Skills Audit - Year 2024-2025

Prepared by– Chair of Governors - January 2025



### 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. Last year, an external Governance Review was carried out using National Governance Association (NGA) which also provided our Governors with the opportunity to reflect on strengths and develop areas of weaknesses. NGA also provided training for 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 2024

The Chair has been part of the Governors for the past two years with education and school leadership background.

The Chair of Finance, Resource and Audit (FRAC) has also been on the board for over two years and provides stability and continuity. The Governing Body also has three additional finance professionals one is also a qualified Accountant and trained Auditor.

A female governor with a range of skill set including being a qualified teacher has been added to the board along with an experienced City Legal Practitioner. This strengthens the diverse range of skills on the board.

The school delivered a positive Ofsted inspection (October 2024) which further improved the rating from RI to GOOD in all areas.

*The school has ensured that pupils learn about and build their awareness of fundamental British values*

*The school's high expectations for behaviour are well understood by pupils*

*The school has designed a rich curriculum for all pupils which is based on the scope and ambition of the national curriculum*

*The school offers a range of enrichment opportunities. Pupils take advantage of these and talk about how much that they value them*

### 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 26 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 12 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 12 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 20 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)
28	14	25	28	14	24
28	12	26	23	12	22
28	14	29	29	13	22
28	14	28	29	15	20
26	9	20	22	15	18
27	11	22	27	13	23
27	14	28	28	15	21
26	12	19	24	11	16
22	12	22	24	10	18
21	13	23	24	11	16
28	12	26	23	9	23
<b>26.2</b>	<b>12.4</b>	<b>24.3</b>	<b>25.5</b>	<b>12.5</b>	<b>20.2</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 commissioned an External Review of Governance (ERG) by the NGA and is acting on the feedback. The ERG has a follow up training for all governance to ensure any issues identified are addressed swiftly.

The Governors have access to training from the Local Authority, NGA, the Key, Governors for Schools as well as training from a range of school and external professionals.

## Key Development Goals

There are several key development needs for the 2024-2025 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 all pupils and build on the OFSTED Good .Therefore the actions for next year are:

## Training of governors on roles and responsibilities

- Better understanding roles and responsibilities, especially acting as link governors more effectively for new governors
- 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 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 2025.**

	Governor Name	Role
1.	Ashid Ali	Principal
2.	Nazim Ahmed	Chair – Education, Senior Leader Secondary
3.	Tanveer Chowdhury	Finance
4.	Shah Muhmud	Local Authority (Advisor to Mayor of Newham) Safeguarding lead
5.	Mahbub Alam	Parent Governor
6.	Sarah	Experienced Teacher of Music with leadership
7.	Khadar Mohammed	Parent Governor
8.	Nilgat Sultana	Parent Governor
9.	Aditya Dubey	Vice Chair – Trained Accountant
10.	Imogen Vining	Chair C&S NHS - Nurse
11.	Kabir Ahmed	Telecoms, former Stockbroker, Finance
12.	Sunny Chou	Chair of FRAC - Legal & Compliance
13.	Edward Chessun	Staff Governor - English Teacher
14.	Fahmida Sultana	Staff Governor – maths teacher