

ESCG Board Self-Assessment

STRENGTHS	IMPROVEMENT AREAS
Governor understanding of roles and responsibilities; ambition to provide supportive challenge; (now) appropriate range of expertise and experience	Risk management; analyses of relevant, accurate, triangulated data
Clear intent to shape and influence strategy and to include staff and stakeholders in design and development	Centrality of impact of student voice/learner experience in decision making
Effectiveness in CoVid crisis; commitment to student-centred decision making and student welfare and safeguarding	Absence of coherent and explicit Board training plan (induction; legal/financial responsibilities; FE funding mechanisms; use of BoardPacks and Knowledge Area)
	Balance of Board and Committee work (delegation); agendas and paperwork overlong and essential information hard to access

ESCG COMMITTEE SELF-ASSESSMENT

STRENGTH	IMPROVEMENT AREAS
Confidence in new chairing appointments; revised TOR are fit for purpose, DoG provides effective advice and service to committees	Inability to ensure risk management and internal control systems are robust; (responses from Finance and Audit/Risk Committees telling)
	Analysis of data (inc self assessment of effectiveness) needs attention Paperwork – overhaul needed to ensure focus on essentials
	Induction, development and succession planning – all require attention

EVALUATION INPUTS

EXECUTIVE TEAM	
STRENGTHS	IMPROVEMENT AREAS
Overall recognition of an improving picture	Operational /strategic role / clarification
Positive examples of progress, e.g. student voice	Governor understanding of FE Sector
	Agenda design and paperwork
	Continue to build trust

NATIONAL LEADER IN GOVERNANCE OBSERVATIONS
Robust and inclusive process for skills based Governor recruitment
New Governor intake has potential to refresh culture of the Board and represent better East Sussex Communities
Governance Frameworks a positive approach to staying focused on 'what good looks like'
Self- evaluation approach – inclusive and open minded with a clear focus on feedback driving an action plan

Coming Up: Key Areas for Improvement.....

ISSUE	ACTION	MEASURE OF SUCCESS
<p>Student Voice/Staff Voice</p> <ul style="list-style-type: none"> Centrality Between and beyond meetings All campuses 	<ul style="list-style-type: none"> Build on (too late 2020) student electoral process and forums Consider 3rd staff governor (all campus) Train/Dev/Support plan for student and staff governors 	<ul style="list-style-type: none"> Attendance and engagement measures Increased connectivity between meetings Staff and student survey questions to check levels of understanding
<p>Structure</p> <ul style="list-style-type: none"> Still too many committees? Role of Local Boards? Balance of board and delegated (to Committee) business 	<ul style="list-style-type: none"> Further review/research of FE Group committee numbers (use of 'working groups'?) Greater connectivity of and between 'Chairs' Exec and Board joint training on agenda setting 	<ul style="list-style-type: none"> Comparison with sector practice to be considered Further self survey before Easter 2021 Specific Local Board training and development plan
<p>Trust, compliance and oversight</p> <ul style="list-style-type: none"> Exec wary of Board role drift/Board uncertain of data reports and analyses Significant confidence gaps in Board/Committee survey responses re oversight/compliance 	<ul style="list-style-type: none"> Urgent requirement for joint training (chairs and exec) Board to distinguish between 'CoVid' and 'post CoVid' modes Research on sector practice 	<ul style="list-style-type: none"> Look for specific improvement in Board and Exec perceptions re trust (survey and NLG/FEC to verify) by Easter 2021
<p>Self assessment, training and development</p> <ul style="list-style-type: none"> Clear line of sight needed from SAR to systematic training plan (inc joint Board/Exec) 2020 self survey compromised by 'not knows' (new members) Training needs are technical and procedural 	<ul style="list-style-type: none"> Governance Development Committee to 'own' development plan – clear milestones req'd Set ambition for completion of training programme by Easter 2020 Overhaul of use of online training, knowledge area, whole board and specialist work Learn from new members' experiences 	<ul style="list-style-type: none"> Visible and 'board owned' training plan by September 2020 Clear joint Board/Exec training sessions identified Systematic capture of learning from new members' experiences FEC/NLG to verify appropriateness of training programme
<p>Agenda setting, paperwork, use of knowledge area/boardpacks</p> <ul style="list-style-type: none"> Inconsistency of use and 'up to dateness' of knowledge area Variable practice on Agenda setting across committees/board Board template papers and approach to meeting structures requires review 	<ul style="list-style-type: none"> DoG leading comprehensive review of knowledge area and templates Chairs, DoG and Exec leads to refresh approach to agenda setting Research sector best practice on structuring agenda (enabling maximum discussion) Build refreshed guidelines into training/development plan 	<ul style="list-style-type: none"> Look for specific improvement in self survey by Easter 2021 (NLG to verify) Clear sight of sector best practice on agenda construction and templates/papers Completion of training/development plan actions by Easter 2021