



Castlechurch Primary School LAB Skills Audit Analysis Sept 2023

Questions to consider:

Do these responses match expectations? **Yes**

Do any of the responses have implications for our recruitment strategy? **No**

Do any of the responses raise questions about our induction strategy? **No**

Are the lower scoring competencies issues that could be dealt with by training? **Yes**

Could we improve any of the lower scoring competencies by mentoring and coaching?

Yes

Are there any implications for succession planning? **No**

Are the responses in line with the expected responses? **Yes**

All LAB members completed the skills audit. (One vacancy)

1 Strategic Leadership.

All the essential elements in this section scored 3 or above. The 2 desirable elements regarding LAB membership in another school or sector and being a chair of a board or committee scored low respectively. This is not an issue and is largely influenced by opportunity.

2 Accountability.

In this section most overall scores were 4. The lowest overall answer was 3 and this was based on financial planning, budgeting experience and compliance. These responses were submitted by newest elected board members. The anticipation is that these scores should improve with their experience and exposure.

3 People.

In this section there were no overall scores lower than a 4. Out of 5 questions, 4 had an overall score of 5 and 1 had an overall score of 4.

4 Structures.

Overall scores of 4 & 5. The weakest scores were of 3 and 2 from a newest member of the LAB. This was regarding the understanding of the link roles. Their understanding of the link roles should improve with experience

5 Compliance.

Overall scores of 5. The weakest score was a score of 3 from our newest member of the LAB. This was regarding being able to speak up about non-compliance. As they settle in to the role it is anticipated that they should feel more confident about speaking out about any non-compliance, but this needs to be considered and monitored.

6 Evaluation.

Overall scores of 4 and 5. The weakest score 3 from two members of the LAB. This included learning from others and completing training. This will improve given time in role and attendance at meetings.

Summary

There were no areas of concern and the lowest scores were submitted by recently recruited members of the LAB. The scoring of these elements should improve as these members settle into the role and build relationships with the other LAB members.