

## Governance: Self Review - Evaluating your evaluation

Area			
Audits and planning	<ul style="list-style-type: none"> <li>Skills audit not undertaken and/or made use of.</li> <li>Induction process for new board members are not documented or put into place.</li> </ul>	<ul style="list-style-type: none"> <li>Skills audits are undertaken but not linked to a strategic plan</li> <li>No use is made of the competency framework for governors</li> <li>No succession plan is in place.</li> <li>Induction for new governors is in place but could be strengthened.</li> <li>Limited training is available.</li> <li>Training is not systematically planned and linked to collective or individual needs.</li> </ul>	<ul style="list-style-type: none"> <li>Skills audits are undertaken at least annually.</li> <li>Consideration is given to the competency framework.</li> <li>Audits are linked to governance requirements and a strategic plan.</li> <li>A clear, costed training plan for governors is in place plus resources to support it, which is linked to knowledge skills and behaviour audits.</li> <li>Succession plans are in place.</li> <li>Strong induction arrangements support new governors.</li> </ul>
Processes	<ul style="list-style-type: none"> <li>There is no review process for individual board members or in relation to the governing board as a whole.</li> </ul>	<ul style="list-style-type: none"> <li>Some self-evaluation is undertaken but this is limited and lacks robustness</li> </ul>	<ul style="list-style-type: none"> <li>Self-evaluation of the contributions of individual governors linked to the competency framework is in place.</li> <li>A robust and systematic annual review of the strength of governing board as a whole is undertaken.</li> <li>A 360 degree appraisal of the chair happens annually.</li> <li>The development plan includes a 'strengthening governance' section which provides details of the actions will be taken fed from the annual review.</li> </ul>
External reviews	<ul style="list-style-type: none"> <li>No discussions have taken place on commissioning or organising any external review</li> </ul>	<ul style="list-style-type: none"> <li>Some discussions have taken place on an external review but this is not clearly recorded in the minutes and not transparent to stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>An annual consideration of the appropriateness or not of commissioning a review has taken place, the decision made with a clear rationale, is recorded in the minutes.</li> </ul>
Documentation evidence	<ul style="list-style-type: none"> <li>No documentation is available and routinely developed other than the minutes of meetings which don't sufficiently provide a record of governance in general and the impact of the work of the board specifically.</li> </ul>	<ul style="list-style-type: none"> <li>There is some systematic gathering of the evidence of governance but this is not synthesised into a form of impact statement which can be shared with stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of the work of the governance and its impact is systematically gathered so that it can be synthesised and communicated to stakeholders via the website. Governors are mindful of not only 'what' they do but also of the benefit it adds to the focus of their work.</li> </ul>