Ickleford Primary School – Governor Skills Survey October 2025

An anonymous survey was conducted in October 2025 to determine the self-perceived skills of the School's Governing Board.

The survey methodology followed the skills audit questionnaire by the National Governance Association. Answers were given as numerical values between 1 and 4, reflecting lowest and highest confidence respectively.

Responses were received from 17 governors and are summarised below.

Areas of High Confidence

Most areas reflected high confidence scores (>3.5 out of 4 average). This demonstrates firm understanding of governors' roles and responsibilities, the Board's way of working as well as commitment to diversity and inclusion. This reflects the Board's emphasis on robust onboarding for new governors. Full list of questions in this bracket:

- I have governing experience in a school or in a different sector
- I understand how my governing board engages with stakeholders (pupils, parents, staff and the wider community) and how this informs decisions
- I know how to build the knowledge I need to be effective in my governance role
- I can build positive, collaborative relationships with members of my board
- I understand the strategic nature of the board's role and what governing boards and school leaders should expect from each other
- I know what the governing board's core functions are
- I understand how the board delegates its work
- I feel confident serving on a panel
- I am aware of the board's legal and compliance responsibilities
- I feel able to speak up if I am concerned about non-compliance and unethical behaviour
- I recognise when independent, expert advice may be required
- I understand the legal responsibilities of governing boards in relation to equalities
- I have knowledge, experience or training that will help me to promote diversity and inclusion
- I can confidently challenge behaviour, attitudes and practices which are detrimental to creating an inclusive culture
- I can interpret relevant data and insight to identify issues and ask questions relating to equality and inclusion

Areas of Lower Confidence

Only two questions reported average scores below 3 out of 4. They related to:

- experience as a chair of a board or committee
- confidence in being part of the panel that conducts the headteacher's appraisal.

Financial awareness

As a part of the NGA skills audit, a comparison between members of the Finance Committee and remaining governors was recommended. Finance committee members expressed much higher confidence in the following areas:

- I can identify key risks and evaluate their potential impact
- I am aware of how the school is funded and what the funding is spent on
- I know what the school's strategic priorities are
- I can interpret budget monitoring reports and ask relevant questions

Highlighted skills

Specific skills highlighted included:

- Teaching experience
- Awareness of community issues
- IT competences
- SEND competences
- Audit experience
- Construction experience

Suggested training

- Cultural/unconscious bias workshop
- Diversity and inclusion training
- Familiarisation with new Ofsted inspection model

Ickleford Primary School
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