

## APPENDIX 2: Person Specification

**All those involved in governance should demonstrate the following attributes:**

### **Committed**

- Devoting the required time and energy to achieve the best outcomes for young people. This will be a
- commitment to devote time during school hours and out of hours.
- Prepared to give time, skills, and knowledge to developing themselves and others in order to create
- highly effective governance.

### **Confident**

- Having an independent mind, able to lead and contribute to courageous conversations.
- Be willing to express opinions and to play an active role on the board.

### **Curious**

- Possessing an enquiring mind and an analytical approach.
- Understanding the value of meaningful questioning.

### **Challenging**

- Providing appropriate challenge to the status quo and asking questions of leaders.
- Not taking information or data at face value and always seeking to improve things.

### **Collaborative**

- Prepared to listen to and work in partnership with others.
- Understanding the importance of building strong working relationships within the board and with
- executive leaders, staff, parents and carer, pupils the local community, the local authority, and
- employers.

### **Critical**

- Understanding the value of critical friendship which enables challenge and support.
- Self-reflective, pursuing learning and development opportunities to enable both themselves and the
- board to become as knowledgeable as possible.

### **Creative**

- Able to challenge conventional ideas and be open-minded about innovative approaches to problem-solving.
- Recognising the value of innovation and creative thinking to organisational development and success.

### **Desirable but not essential skills/qualities:**

- Understanding current national education policy and the local education context.
- Financial management/accounting experience.
- Experience of basing funding decisions on organisational priorities and question financial performance
- against strategic priorities.
- Experience of HR policies and processes.
- Leadership experience.
- Experience of chairing a board or committee meeting.
- Marketing, media, and PR experience.
- Experience of auditing/inspecting and oversight in the school sector.