

# NGA Update for North Lincolnshire Association of Governing Bodies (NLAGB)

AGM 15 November 2023

Katherine Soanes – NGA Regional Lead

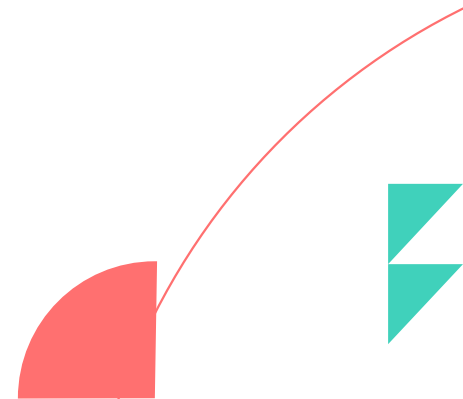
[katherine.soanes@nga.org.uk](mailto:katherine.soanes@nga.org.uk)



[nga.org.uk](http://nga.org.uk)

# Overview

- About us
- Updates to website and membership
- What's free – incl. skills audit, job site
- NGA Learning Link free trial
- Annual Governance Survey
- Learning from External Reviews of Governance
- NGA Manifesto
- Upcoming Events



# About us



NGA is the national membership association for governors, trustees and governance professionals in England's state schools and trusts.

We empower those in school and trust governance with valuable resources, expert support and e-learning. Together, we're raising standards to ensure every pupil can thrive today – and tomorrow.

# NGA membership



We have a variety of membership packages to suit your needs and support you in your governing role. Benefits include:



## Gold Advice

Expert, confidential and independent governance advice.



## Knowledge Centre

Best practice guidance, templates, checklists, insights and much more.



## Welcome to Governance LIVE

Sessions to help new governors and trustees make an impact in the first six months.



## Leadership forums

A platform for sharing ideas, discussing challenges, and exploring future plans.



## Publications

Helpful guides for both experienced and new governors and trustees.



## Governing Matters

Membership magazine providing essential reading on strategic leadership.



## Webinars and podcasts

Expert-led discussions, debates and insights into the latest thinking on governance.



## Making your voice heard

We represent you at the national level and raise the profile of governance.



## Weekly e-newsletter

The best way to keep up to date with important governance and education news.



## Member events

Join in, network and learn from your peers: there are over 30 events a year to choose from.



## NGA Learning Link e-learning

Discounts on flexible on-demand training from our e-learning service.

## We are expert leaders in school and trust governance

- We support governors, trustees and clerks in all schools in England
- We increase the effectiveness of governing boards
- We provide information, advice and guidance, professional development and e-learning
- We lobby on the behalf of schools at the DfE



**80,000+**  
members



**130,000+**  
governance roles



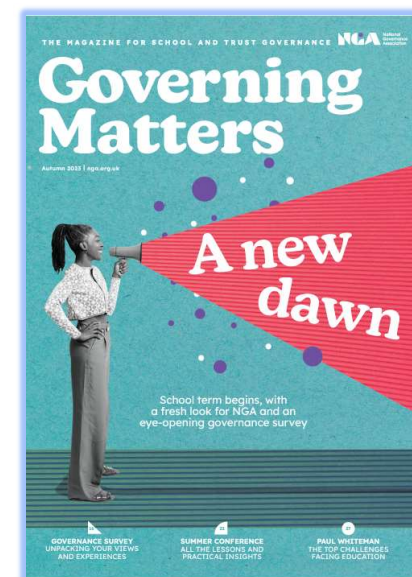
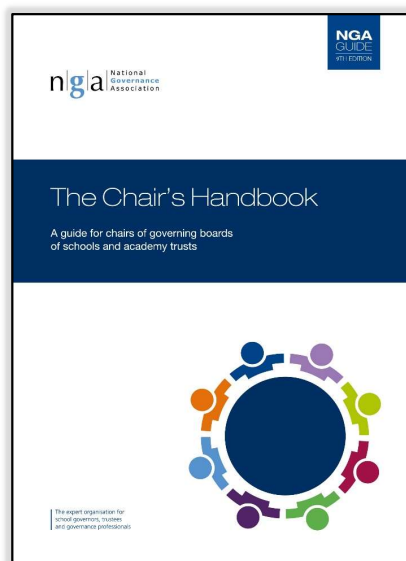
**70%**  
of schools and trusts



**55,000+**  
learners subscribe

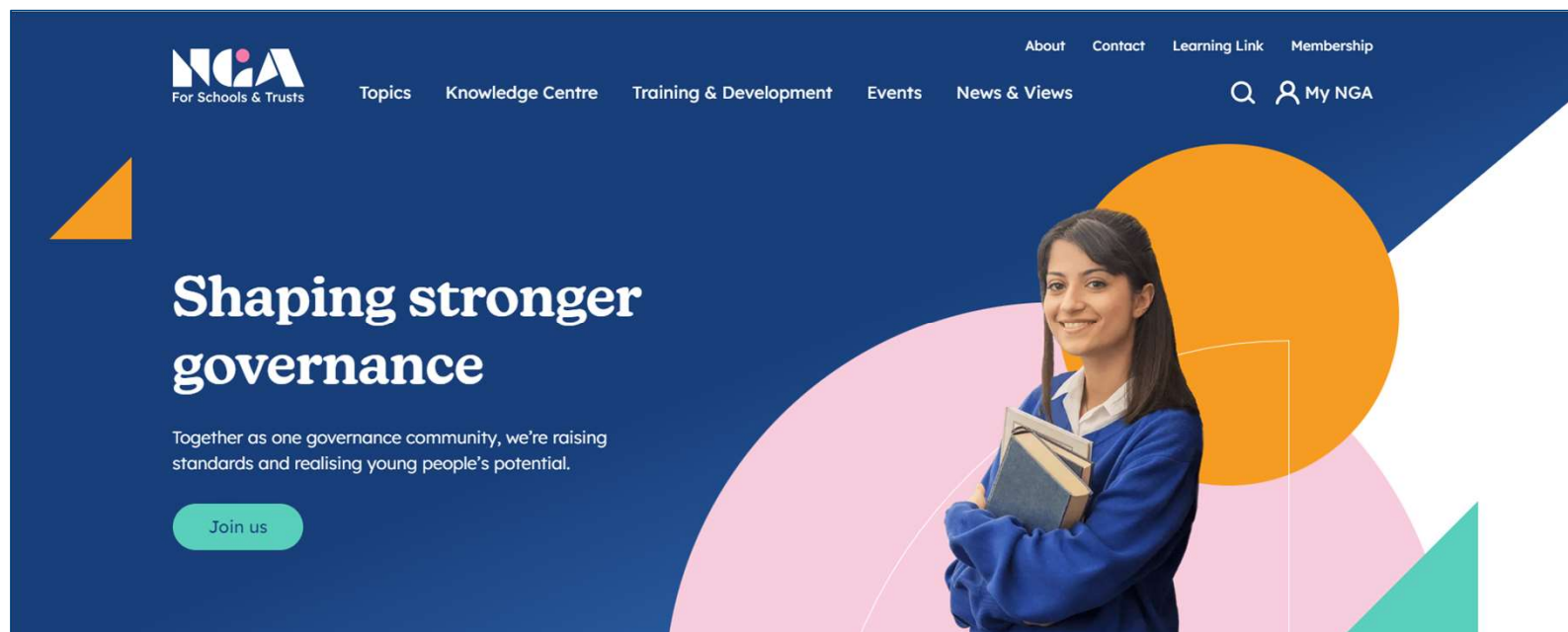
# Publications

- Governing a Multi Academy Trust: A handbook for new trustees
- Chairs' Handbook for new chairs
- Welcome to Governance for new local governors
- Governing Matters and weekly e-newsletter



# Membership

- GOLDline Advice Service
  - NGA advisors help with queries relating to an extensive range of topics
- Induction
  - Welcome to Governance LIVE



The screenshot shows the NGA website homepage. The navigation menu includes: About, Contact, Learning Link, Membership, Topics, Knowledge Centre, Training & Development, Events, News & Views, and My NGA. The main banner features the NGA logo (For Schools & Trusts) and the headline "Shaping stronger governance". Below the headline is the text: "Together as one governance community, we're raising standards and realising young people's potential." and a "Join us" button. The background of the banner is dark blue with large, colorful abstract shapes (orange, pink, teal) and a photograph of a young woman in a blue school uniform holding books.

# Knowledge Centre

Access to timely and practical governance resources

The screenshot displays the NGA Knowledge Centre website. At the top, the NGA logo is on the left, and navigation links for 'Topics', 'Knowledge Centre', 'Training & Development', 'Events', and 'News & Views' are in the center. A search icon and 'My NGA' profile link are on the right. Below the navigation is a 'Filter by' section with four dropdown menus: 'Topics' (set to 'Compliance & legisla...'), 'Organisations' (set to 'Academy trust'), 'Audiences' (set to 'Trustee'), and 'Content Type'. The main content area features four resource cards, each with a title, update date, and a brief description. The first card is 'Academy Trust Handbook' (updated 06/07/2023), the second is 'Dealing with RAAC in schools' (updated 06/09/2023), the third is 'What schools should publish online' (updated 18/05/2023), and the fourth is 'GDPR: a monitoring checklist' (updated 16/03/2023). Each card includes a small lock icon in the bottom right corner, indicating that these resources are exclusively for NGA members.

Organisations 

- Academy trust
- Maintained school



Exclusively for  
NGA members

[For Schools & Trusts | National Governance Association \(www.nga.org.uk\)](http://www.nga.org.uk)



# Assess your board's needs

## ❑ Skills Audit

- What skills and experience do your board members already have?
- What are the skills and knowledge gaps?

## ❑ Board requirements

- What link roles do you have?
- What activities are you undertaking, eg panel work?
- Is an Ofsted inspection imminent?

## ❑ Training

- What training gaps do you have?
- What training needs refreshing, eg Safeguarding?



**Skills audit**

For maintained school and federation governors, trustees of single academy trusts and academy committees

Effective governance requires a board with a range of knowledge, skills, perspectives and backgrounds. The NGA skills audit is a way of assessing the overall breadth and depth of the board's skills and knowledge; no individual will have all the necessary skills and competences.

Statement	Scoring guidance	Enter a score (1 to 4)
1 I have governing experience in a school or in a different sector	4: you have significant (more than 4 years') experience of governance on a school or academy trust board. 3: you have up to 4 years' experience governing within the schools sector or more than 4 years' experience governing in a different sector (such as director of a charity or limited company). 2: you have more limited governing experience outside the school sector. 1: you have no prior governing experience.	
2 I am/have been the chair of a board or committee	4: you have more than 4 years' experience of chairing governing boards and or committees in schools or academy trusts. 2 or 3 (depending on your level of experience): you have some chairing experience, including being a vice-chair or acting as chair for meetings. This may include chairing experience outside the schools sector. 1: you have no chairing experience.	
3 I have experience and expertise in developing a strategy	Developing a <a href="#">medium to long-term strategy</a> for any organisation requires: risk management; identification of key performance indicators and deciding how they will be monitored; and consideration of stakeholder views. 4: you have experience of strategy development in a school (such as leading a governing board strategy development day). 3: you have equivalent strategy development experience outside the schools sector. 2: your experience is less extensive. 1: you have no experience of developing a strategy.	

# Fast-track your governance skills



## Start your e-learning free trial

Sign up to access flexible e-learning to develop governance skills and knowledge.

### Preview free modules

- Governance: your role, your responsibilities, your organisation
- What does the governance professional do?
- Equality, diversity and inclusion programme
- Arts and cultural education

[nga.org.uk/learning-link/free-trial](https://nga.org.uk/learning-link/free-trial)





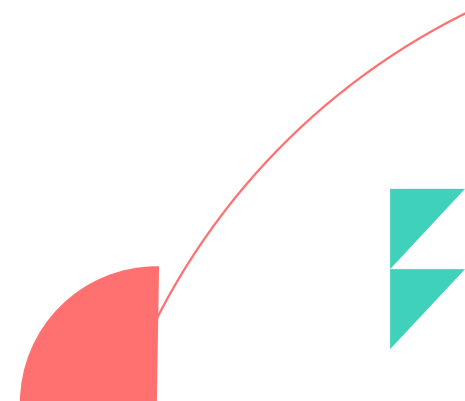
## New module: Interactive NGA Skills Audit

- First module designed to be completed as a board
- Includes a downloadable record of the board's responses
- Suggests relevant Knowledge Centre resources and other Learning Link content
- Repeatable each academic year



# Coming soon...

- **Safer Recruitment – November**
  - Discover what safer recruitment is and how it applies to the education sector
  - Identify how governors can contribute to safer recruitment and how they can apply the recruitment process in their settings
  - Understand how to maintain a safer culture in schools
- **Greener Governance – November**
  - A broad overview of environmental sustainability
  - Why this matters to schools and trusts
  - How governors can begin to take action
- **Introduction to Chairing – Spring 2024**
  - How to run a meeting
  - The legal requirements of the role
  - How to build good relationships



# Development for Chairs

## Building trust board leadership

- A specialist programme for current or aspiring chairs
- Suitable for trusts of all sizes
- A blend of flexible learning
- Facilitated live online by governance experts
- Developing knowledge, leadership skills and networks

**£295 per participant**  
**£270 for NGA members**

[nga.org.uk/training/individuals/lg-chairs-development](https://nga.org.uk/training/individuals/lg-chairs-development)

**Autumn 2023  
cohorts now full.  
Places for Spring  
2024 cohorts  
available.**



# Governance Professionals Jobs

A free service for schools and trusts to advertise and recruit clerks and governance professionals



<https://nga.org.uk/governance-professional-jobs/>



# Annual Governance Survey 2023: Navigating challenges and shaping the future

[School and Trust Annual Governance Survey 2023 |  
National Governance Association \(nga.org.uk\)](https://www.nga.org.uk)

[nga.org.uk](https://www.nga.org.uk)



## Annual governance survey 2023

Nina Sharma and  
Megan Tate

September 2023



## The report explores...

1. Challenges and priorities
2. The governance role
3. Finance
4. Staffing
5. Pupil success & wellbeing
6. Stakeholder engagement
7. School campus
8. Ofsted
9. Special educational needs and disabilities
10. MAT governance
11. Government performance

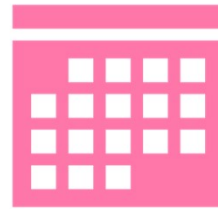




# Methodology



2,695 participants



25 April 2023 - 2 June 2023

**13**  
years

Of the annual  
governance survey

**76%**

NGA members



50% trust respondents



34% Chairs/co-  
chairs

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**edurio'**

Hosted and supported by Edurio' s survey platform.



# Top challenges for schools and trusts

## Balancing the budget

- 52% of schools and trusts find balancing the budget a top challenge.
- Maintained schools were more likely to report this as a top challenge compared to MATs, SATs and academies.

## Attendance

- More than a quarter (28%) reported attendance as an issue for their school/s.
- Attendance is a challenge for 35% of secondary schools

## SEND

- 24% of respondents said that support for pupils with SEND is a challenge.
- Primary schools were above average on this issue

# Strategic priorities for schools and trusts overall

## Improving attainment

- Over a third listed this as a priority (34%)
- A clear priority for both primary and secondary

## Broad and balanced curriculum

- 32% have this as a strategic priority
- Primary governing boards were more likely to list this as a priority compared to secondary

## Attendance

- Differences across board types, with maintained boards prioritising support for pupils with special educational needs instead of attendance

# PRIMARIES

## Challenges

## Strategic priorities



Balancing budget



Improving attainment



SEND



Broad & balanced curriculum



Attendance



Attendance



# SECONDARIES

## Challenges

## Strategic priorities



Balancing budget



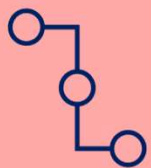
Attendance



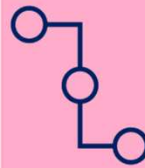
Attendance



Improving attainment



Behaviour and  
exclusions



Behaviour and exclusions

# Behaviour and exclusions

68% reported an increase in challenging behaviour in the past 12 months.

23% have seen an increase in permanent exclusions in the past 12 months.

## Strategies to reduce suspensions and exclusions

- Activities to develop social-emotional skills (46%)
- Pastoral and/or academic mentoring (37%)
- Therapeutic techniques to help students regulate their behaviour and develop appropriate coping strategies (29%)
- Managed moves (22%)

# SPECIAL

## Challenges



Balancing budget



Staff wellbeing including workload



Developing and retaining staff

## Strategic priorities



Attendance



Staff wellbeing including workload

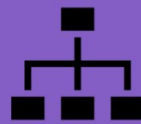


Support for pupils with special educational needs

# Attendance - a top challenge & strategic priority



Both top 3 challenge & priority

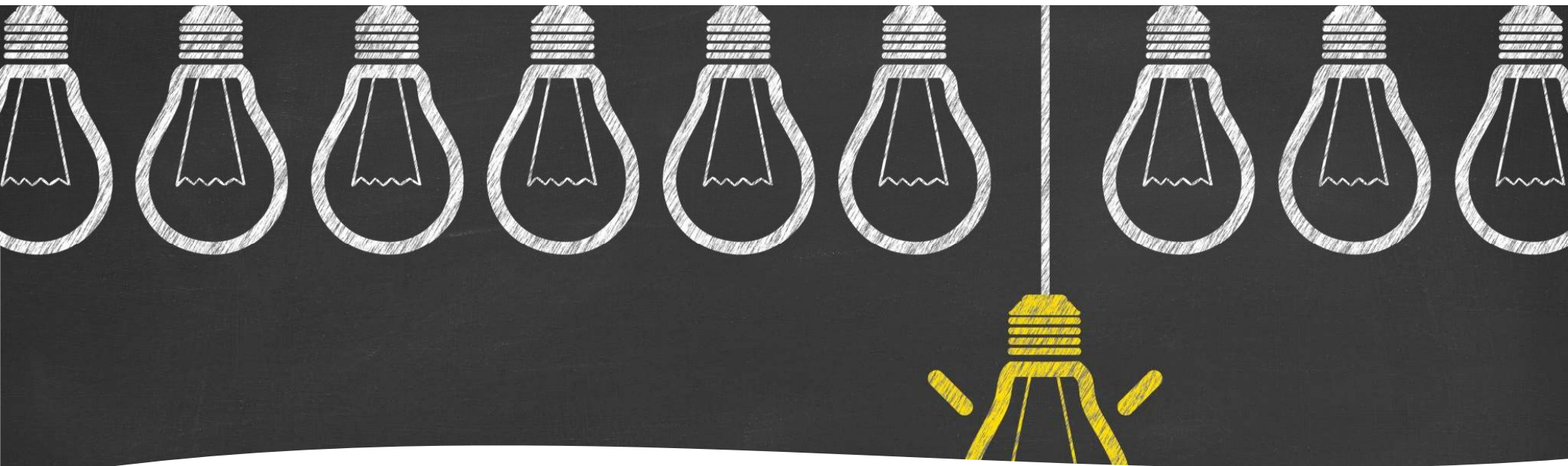


Attendance 1<sup>st</sup> priority for MATs



Parental communication most successful tool





## Governor and trustee recruitment

- Recruitment challenges highest since the survey began in 2011
- 77% of respondents said it was hard to recruit new governors and trustees
- Up from 63% in 2022 - the largest year on year jump (+14%)

# The governance role



A steady increase on the percentage of those governing sharing the view that the governance role should be paid - 40%.



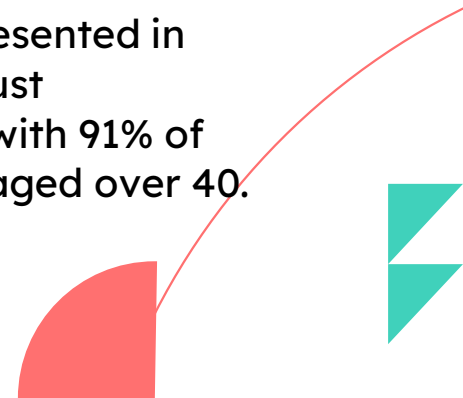
Over a quarter of those surveyed (26%) are considering resigning from their governance role.



Longitudinal data reveals a shift in employer attitudes towards paying for the time off to conduct governance duties with less than a third of respondents being provided paid time off to conduct their governance duties.

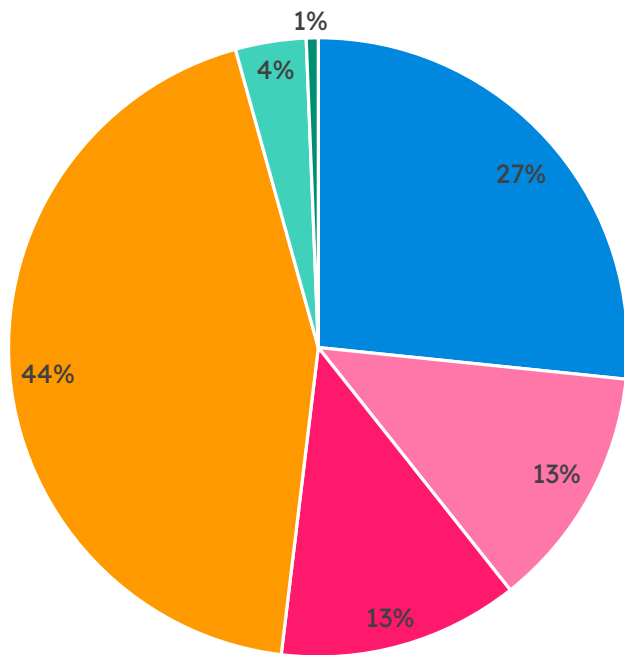


Young people continue to be underrepresented in school and trust governance, with 91% of respondents aged over 40.



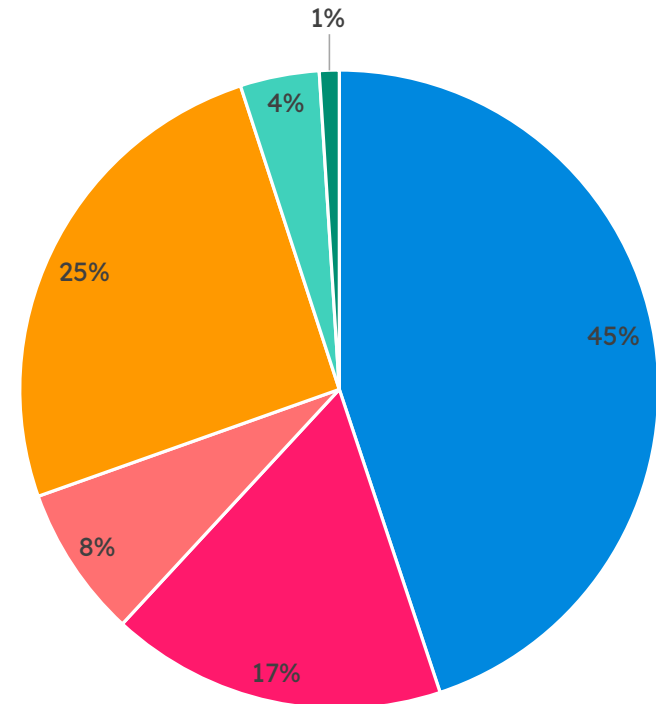
# Employment status of those who govern

## Chairing positions

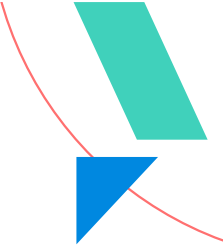


- Employed, full-time
- Employed, part-time
- Self-employed
- Retired
- Looking after family or home
- Other (unemployed & studying)

## Non- chairing positions



- Employed, full-time
- Employed, part-time
- Self-employed
- Retired
- Looking after family or home
- Other (unemployed and studying)



## Recruiting governors and trustees



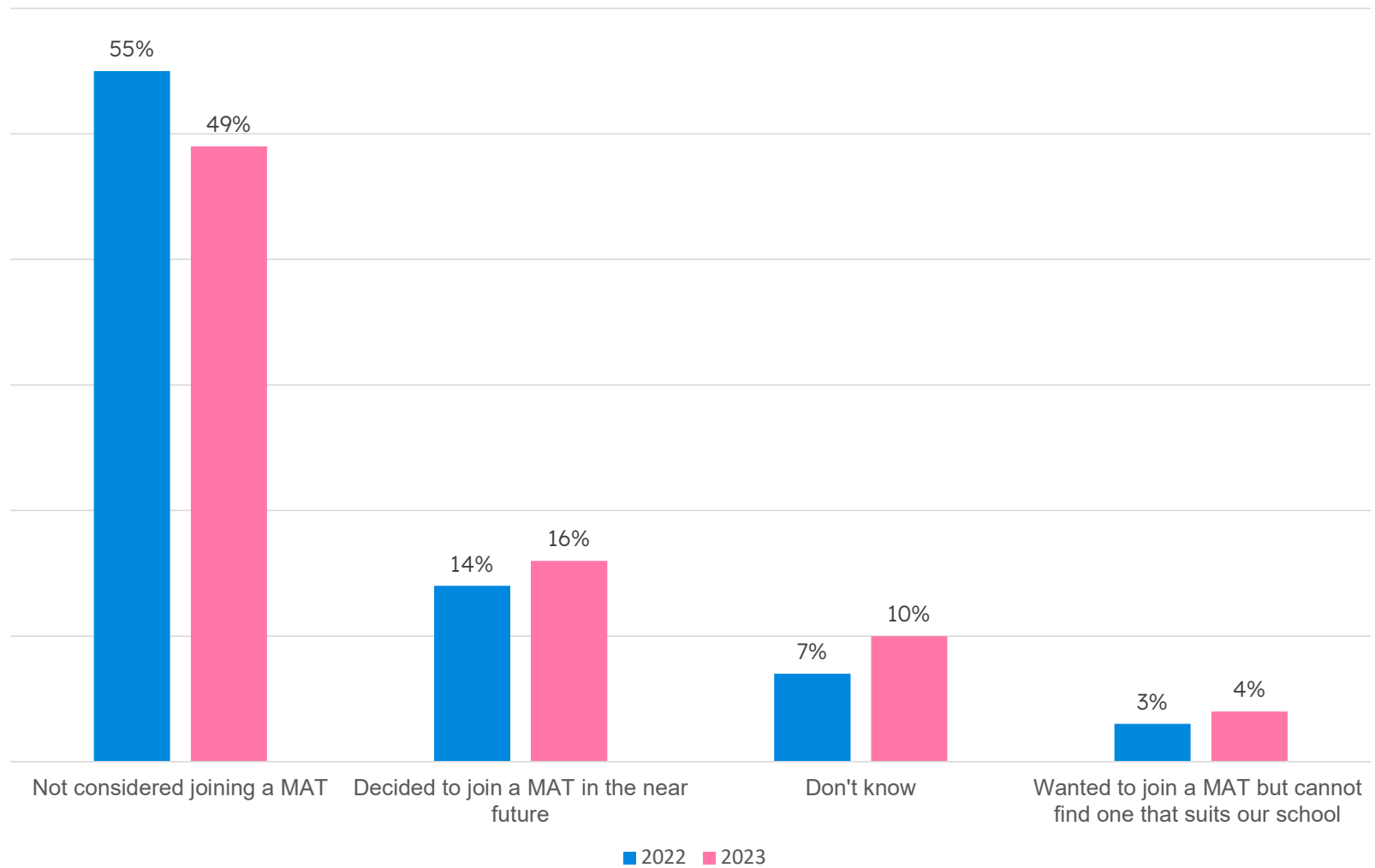
You can sign up to recruitment services which help schools and trusts to find volunteers:



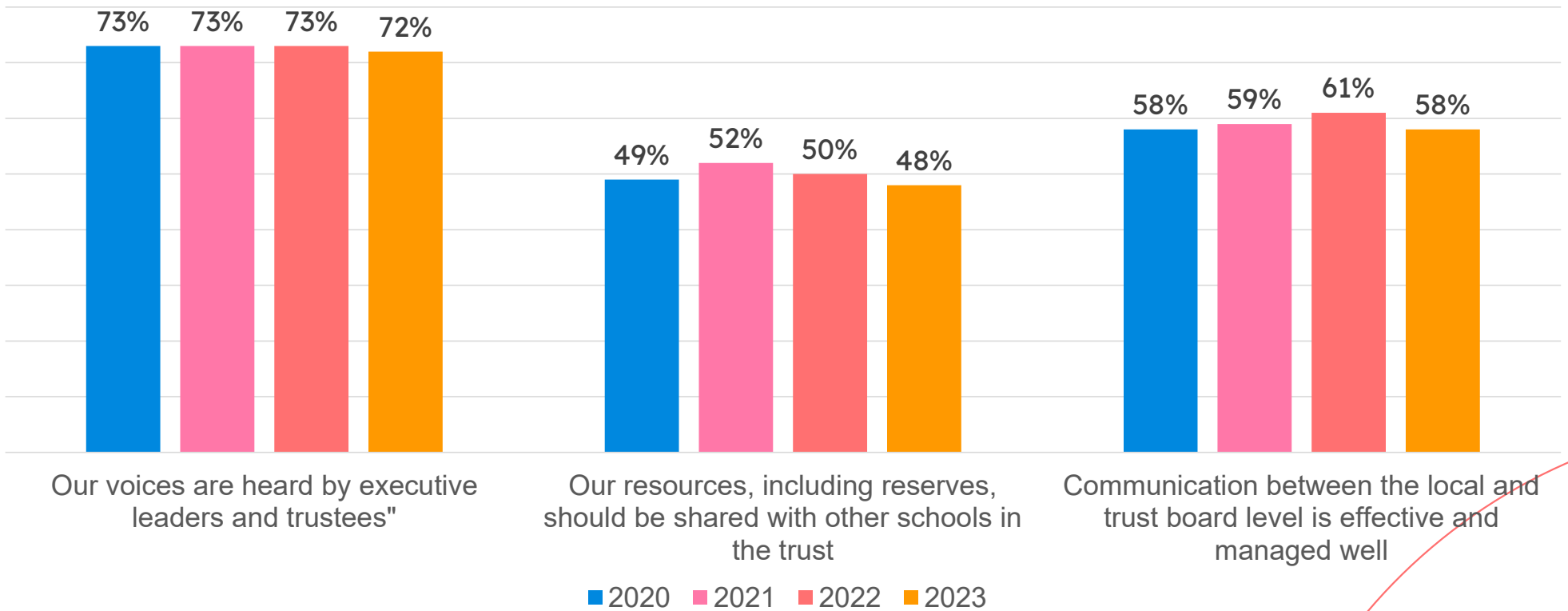
[Inspiring Governance](#) – is the DfE commissioned free online recruitment service, connecting schools and trusts in England with skilled local volunteers interested in becoming governors and trustees.

[Governors for Schools](#) is a charity that finds, places, and supports skilled volunteers as governors and trustees on school and academy boards.

## The sector's opinions on academisation: 2022 to 2023



# Perceptions of being in a MAT



# Our campaigns...



**Disadvantage  
360: Widening  
the lens**

**Visible  
Governance**  
in schools & trusts

**Visible  
Governance**



**Equality,  
diversity and  
inclusion**



**Greener  
Governance**



**Governance  
Workload**



**Educators on  
Board**



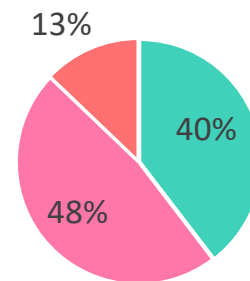
**NCA**  
For Schools & Trusts

## Charting the course to good governance: common challenges

A thematic analysis of External Reviews of Governance by National Leaders of Governance

By Nina Sharma,  
Senior Policy and Research Officer  
National Governance Association  
June 2023

# External Reviews of Governance: Thematic Analysis



- Maintained Schools
- Multi academy trusts
- Single academy trusts



200 External  
Reviews of  
Governance (ERG)  
reports

<https://www.nga.org.uk/media/iugnxhkx/erg-report-publication-final.pdf>



## Most common challenges in order of prevalence

1. Weaknesses in board composition

2. Lack of effective scrutiny

3. Lack of vision or strategy

## Most common challenges in order of prevalence

4. Outdated governance structures

5. Poor financial oversight

6. Separation

## Most common challenges in order of prevalence

7. Negative board culture

8. Lack of training and development

9. Effective use of governance professionals

10. Insufficient risk management

# **From classrooms to communities: a manifesto for schools and trusts**

**2024 general election**

# NGA Manifesto: from classrooms to communities



## Future proofing

- Staff wellbeing, recruitment and retention
- Estates and environmental sustainability
- Ed-tech

## Funding

- SEND
- Disadvantage
- Pupil mental health and wellbeing

## Families

- Attendance
- Safeguarding
- Support services for families

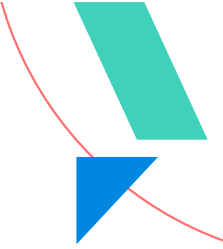
## Leadership and accountability

- Inspections
- Governance recruitment

**[From classrooms to communities: a manifesto for schools and trusts \(nga.org.uk\)](https://nga.org.uk)**

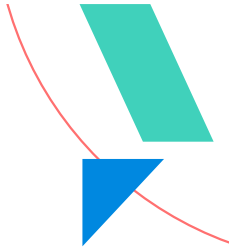
## Staff wellbeing and workload

- A comprehensive, long-term plan for pay and incentives for all staff is essential to counter the salary deficit after a decade-long decline
- Part of broader strategy beyond financial aspects aimed at enhancing the appeal of a career in education
- Address the inequalities in recruitment, retention and development, from the crucial first stage of entry into the profession to leadership



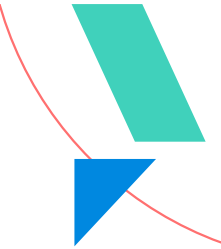
## Estates and environmental sustainability

- Establish a long-term programme for removing hazardous materials from schools, establishing clear and open lines of communication with governors and trustees as the responsible body
- Increased capital funding to ensure adequate resource to maintain and improve school buildings and estates
- Leadership capacity and funding must also be secured for premises improvements, renewable energy, and preparing our pupils to deal with environmental challenges, all with appropriate timelines given the climate emergency



## Estates and environmental sustainability

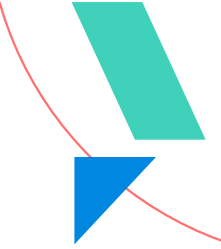
- Equal access to Ed-tech resources for pupils from low-income households and rural areas
- Increased capital funding to ensure adequate resource to maintain and improve school buildings and estates
- Ensure that funding does not disproportionately benefit schools with less disadvantaged student populations
- Adequate guarantees for safeguarding educational institutions against AI misuse and how it will be regulated





# Families

- As well as the urgent need to rebuild attendance support services, it is important that engagement with families and communities is at the heart of their strategy
- Commit to restoring the funding levels and equipping local authorities to more effectively carry out their statutory duties
- A thorough review of the expectations of schools and trusts within the locality alongside other children and family services, and resources provided to the relevant agencies
- The continued roll out of the Family Hub model



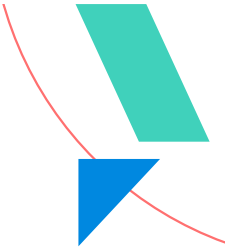
# Funding

- The 2022 SEND green paper to be followed through urgently alongside funding reform
- An audit of sufficiency of special school places and a consistent approach to training
- FSM eligibility should be extended to all those pupils in receipt of Universal Credit
- The NFF must be reviewed to ensure that as well as all schools receiving sufficient funding to sustain high quality education, they can meet the additional needs of vulnerable groups
- The provision of mental health support for young people throughout all schools and access to specialist services



# Leadership and accountability

- A fully independent, expert and transparent review of school inspection and how inspections affect schools in disadvantaged communities
- Replace the current grading system with a more constructive alternative that helps schools to improve
- Greater recognition to be given to the role and responsibilities of governing boards in the inspection process
- Ofsted's capacity and expertise needs to be developed so it can inspect MATs as a single organisation
- Invest in a volunteer recruitment campaign to ensure citizens know that that this is an opportunity available to them to contribute to their communities



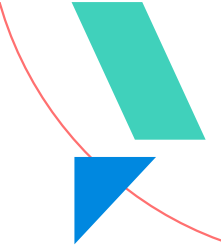
# Ofsted

- Despite increase in scrutiny of Ofsted's role, views on inspections remain diverse
- majority (60%) support graded school inspection system
- 34% hold an opposing view
- School type and phase has no significant impact
- Staff governors most likely to oppose graded inspections - 58%



## Our voice so far

- Party conferences
  - Successfully disseminated
  - Handed to Bridgit Phillipson and meeting agreed in principle
- Media
  - Published by TES
  - Opinion piece for TES on the manifesto by the co-chief executives
- Comms
  - News piece
  - Newsletter
  - GM magazine article



## Upcoming events

16 November	4.30 - 6.00pm	<b><u>Annual Seminar 4: the purpose of education and the role schools play in changing the world</u></b>	Zoom
17 November	11 am start	<b><u>Annual Address and AGM</u></b>	Zoom
28 November	4.30 - 5.30pm	<b><u>Young Governors Network</u></b>	Zoom
06 December	12.30 - 1.15pm	<b><u>Webinar: What makes schools and trusts financially efficient?</u></b>	Zoom
27 February	4.30 - 6.00pm	<b><u>SEND Network</u> - members only</b>	Zoom



# Any Questions?

## Thank you for all that you do

Katherine Soanes  
Regional Lead

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[nga.org.uk](http://nga.org.uk)