



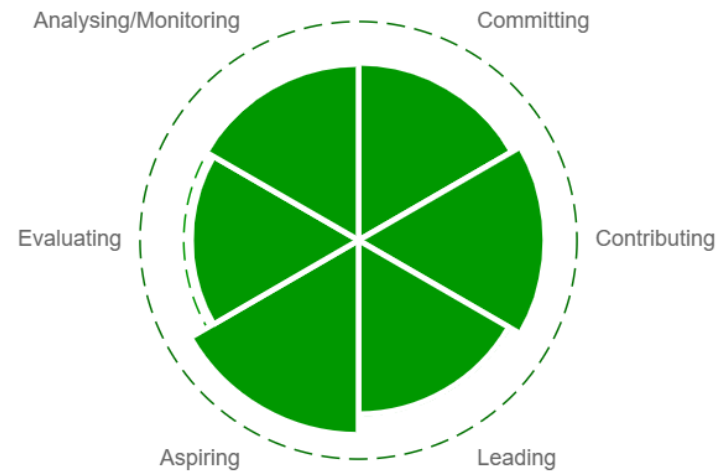
Brookfields
School
Governor
Effectiveness
Report
2024/25

Brookfields
Specialist SEN School

Background

- The review was conducted using the GovernorHub board effectiveness tool
- The review was completed by 11 out of the 12 governing board members, including school staff who are associate members
- The review covers; Efficacies, skills, training and experience

Overall effectiveness



Detailed view - Committing

I have the time I need to do my role to the best of my ability



I actively engage in training for my role



I am visible and engaged with my school community



Detailed view - Contributing

I feel respected and safe enough to voice my opinions in meetings



I feel able to challenge the information we receive



I take equal responsibility for the work of our board



Detailed view - Leading

I can recognise if I'm becoming too operational and adjust accordingly



I am able to influence/motivate others in my team



I feel able to have difficult conversations



Detailed view - Aspiring

I fully understand our vision, values and ethos



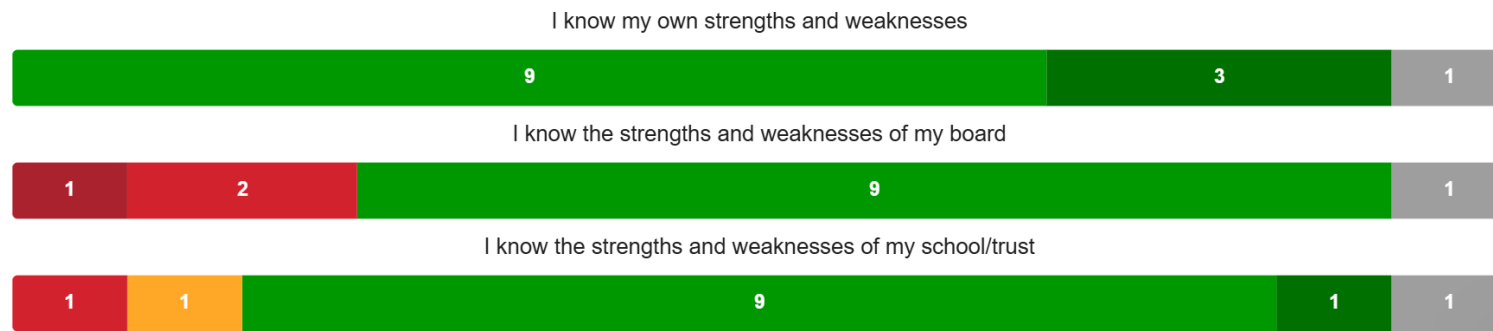
I know what 'good' school/trust governance looks like



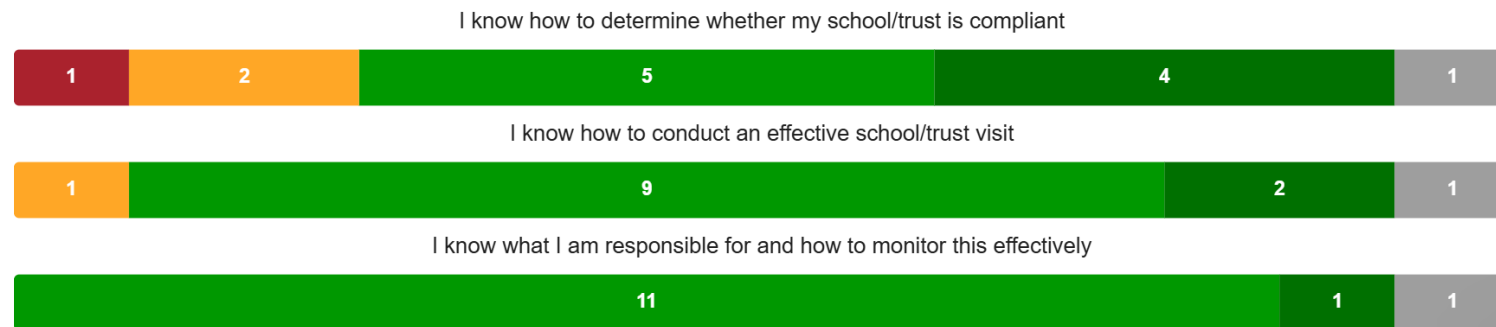
I believe I can make a difference to this community



Detailed view - Evaluating



Detailed view – Analysing / Monitoring



Skills audit – Number of members with experience and confidence

Chairing boards

Experienced 3

Confident 4

Chairing meetings

Experienced 10

Confident 10

Handling complaints

Experienced 9

Confident 7

Considering suspensions and exclusions

Experienced 7

Confident 6

Mentoring others

Experienced 11

Confident 8

Managing performance

Experienced 11

Confident 9

Recruiting staff

Experienced 11

Confident 8

Training requests

Data analysis

Would like training 1

Safeguarding

Would like training 2

Special educational needs and disabilities (SEND)

Would like training 1

Pupil premium

Would like training 5

Finance/budgets

Would like training 4

Complaints

Would like training 2

Health and safety

Would like training 2

Governor/trustee role

Would like training 1

Training requests

Parent governor role

Would like training 2

Staff governor role

Would like training 3

Suspensions and exclusions

Would like training 5

Staff recruitment

Would like training 3

Safer recruitment

Would like training 1

The Prevent duty

Would like training 1

Cybersecurity

Would like training 4

Priority areas: Pupil Premium, Cybersecurity, Suspensions and Exclusions, Finance and Budgets

Experience

HR/recruitment

Experienced 9

Special educational needs and disabilities (SEND)

Experienced 10

Finance/budgets

Experienced 8

Strategy and vision

Experienced 10

Education

Experienced 9

Risk management

Experienced 7

Safeguarding

Experienced 9

Auditing

Experienced 4

Mediation/law

Experienced 3

Experience

Complaints handling

Experienced 6

Data analysis

Experienced 9

Health and safety

Experienced 9

Marketing and publicity

Experienced 2

Previous governor/trustee experience

Experienced 6

- **Areas with the greatest need for additional experience and, therefore, a focus for recruitment: Marketing and Publicity, Mediation / Law and Auditing**

Performance against objectives set for the year 2024 - 2025

- To work with the school to ensure the effective transition of the school from a maintained school to an academy as part of the Ascendancy Partnership Trust (A continuation from 23-24) – **Achieved. The school joined the Ascendancy Partnership Trust on 1st March 2025**
- To monitor recruitment and retention of staff to ensure greater continuity for the pupils and staff team – **Not achieved. Discussions are ongoing with the staff team to set up the right monitoring systems**
- To work closely with the school to ensure it remains financially stable for the academic year and as part of the academy trust – **Not achieved. In agreement with the MAT, the school had to use its reserves to complete urgent Health and Safety work. NB. The school was in the MAT for the last month of the previous local authority financial year**
- To develop a training and development plan based on the outcome of the NGA effectiveness review (Carried forward from 23-24) – **Achieved in part. Governors have undertaken a wide range of training with additional plans in place for 2025 - 2026**