# STRENGTHENING GOVERNANCE AT WM COLLEGE

An effective Board is fundamental to a college's success by providing strategic leadership and direction; scrutiny, challenge and support as well as informed and evidence-based decision making.

As a Board of Governors, we are committed to ensure that governance at WM College is not just legally compliant but that it is purposeful, effective and efficient; leading on and innovating best practice within the sector.

A key element of that commitment is to understand what impact we as a Board make. To know what skills, knowledge, experience and behaviours we already have harnessed and to identify what we need to change or secure in the future to help us fulfil our duties, achieve our long term strategic plan and that as a Board we are agile enough to respond to any emerging internal and external factors.

To ensure we can do this, the Board has committed to a process of self-assessment, review and development. This will identify our individual and collective strengths and highlight areas that we may need further investment through recruitment and/or the provision of additional support or training.

## 1. SKILLS AUDITS

Each Governor will be asked to complete a skills audit that identifies their skills, knowledge and experience. The format and content of the audit will be reviewed and updated every three years to ensure that the audit captures the skills, knowledge and experience needed within the Board to fulfil its duty; support the College's long term strategic plan and respond to any internal or external factors – e.g. inclusion of AI or ESG.

## 2. INDIVIDUAL / SELF ASSESSMENT REVIEW

Each Governor at the end of the academic year will be asked to complete an annual review to assess their contributions and engagement on the Board and Committees; their wider engagement within the college and their performance regarding any role of office held e.g. Committee Chair etc.

The Board and Committee Chairs will also be asked to complete a 360 review, securing feedback from members ensuring that Board and Committee meetings are effective, business efficient, inclusive and are conducted in line with the seven principles of public life and the ethos of the college.

## 3. BOARD & COMMITTEE COLLECTIVE REVIEW

Each Board and Committee at the end of the academic year will take time to collectively review their performance. This will include ensuring they are operating in line with the governing documents/ ToR; that membership is able to fulfil its duties and responsibilities; whether there is a need to refresh membership through recruitment/appointment or the provision of training and support; identifying key achievements, any learning and looking forward to the following year to identify key priorities and further support needed.

## 4. EXTERNAL BOARD REVIEW

In line with DfE guidelines, Governors will commission an independent external review every 3 years. The Board completed their 1st external review in July 2024. This included a follow up visit in February 2025 to ensure and assess progress on recommendations made. The next review will be commissioned July 2027.