

# Identification of Development Needs

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There is a wide range of training and support available for governors and each governing body should consider what its needs are and how training can help to meet those needs. The governing body is responsible for approving the school budget and within that they should make provision for meeting their own training, development and clerking support.

Governing bodies often choose to nominate a “**Training Link Governor**” who has overall responsibility for ensuring that individual governors’ training needs are identified and addressed. The Link Governor should liaise with the Local Authority and be aware of the portfolio of training and support which governors can access locally to help them carry out their duties effectively.

The Training Link Governor needs to work closely with the chair, clerk and headteacher to help the governing body and its members, recognise, develop and use the knowledge and skills they need to function effectively, meet legal obligations and act strategically to best support their school.

## The Training Link Governor should

- Regularly review the relevant knowledge and skills of the governing body (see Training Needs Analysis);
- Assess the training needs of the governing body and individual governors;
- Inform governors about suitable training, including on-line training (Modern Governor) and information sources;
- Encourage governors to undertake training and report back to the governing body;
- **Identify and share with governors how the training will be used to support governing body improvement;**
- Monitor the governor training budget;
- Maintain and update appropriate resources;
- Support the induction of new governors;
- Monitor governor training, evaluate its effectiveness, and report regularly to the governing body;
- Produce an Annual Training Report for the governing body;
- **Ensure that governor training and development needs are part of the School Development Plan.**

The following table can be used to help you and your governing body decide what training would be beneficial and support governing body development.

### Training Needs Analysis

**Strengths – We are good at:**

**Areas for development – We could be better at:**

**My role on the Governing Body is:**

**Courses I will attend this year to support my role:**