

Appendix A

School Governance – Development Action Plan

Date	Action	By Whom	Outcomes	Progress to date	Completed By
9/03/23	<p>Recruitment and retention of governors will be a key priority and the use of skills matrixes for appointments will be further embedded.</p> <p>Representation from under represented communities will be a focus.</p>	JF	<p>Vacancy rates will reduce and governor skills are more accurately matched to 'need'.</p> <p>There is an increased number of governors from under represented communities.</p>		31/12/2023
9/03/23	New mechanisms will be constructed to share best practice by the promotion and use of Hwb as a platform for governor resources.	JF	<p>GSU will share best practice on Hwb platform.</p> <p>Governors will use the platform to access resources.</p>		31/12/2023
9/03/23	Hwbmail will become the default method of communication in order to meet Welsh Government security standards.	JF/ School Digital Champions	<p>Governors will use Hwbmail as the primary method of communication for GB business.</p> <p>Adherence will be regularly evaluated.</p>	Chair of Governors were advised at the Spring term meeting with the Director of Education.	30/09/2023

9/03/23	An 'excellence pool' of experienced and skilled governors will be created to support, coach and mentor new and existing governors	JF	Governing Bodies will be able to access brokered support from experienced governors.		31/12/2023
9/03/23	Increased opportunities will be developed for governor networking to occur by delivering events face to face in the community as well as continuing to develop and offer on-line solutions.	JF	Governors will report increased opportunities to network and these will be evaluated to identify impact. On-line opportunities will increase and more opportunities to work collaboratively will be demonstrated.		31/12/2023
9/03/23	More frequent and bespoke communications will be developed to ensure governors receive information in a timely manner.	JF	Governors will demonstrate increased knowledge and skills to support their schools		31/12/2023
9/03/23	Arweinwyr, the new Governor Support Database, will be enhanced to allow Governing Bodies to maintain their own records more effectively.	JF	Governing Bodies will be able to self-serve their needs and the volume of enquiries to the Governor Support Unit (GSU) will reduce. Rollout of the self-serve function to be concluded by the end of this academic year	Version 3 developments are well progressed and on track for roll-out	31/10/2023 31/07/2023

9/03/23	Enhancement of Arweinwyr will lead to increased proactive work streams opportunities for the Governor Support Unit in supporting and developing governance.	JF	The GSU will be able to deliver proactive initiatives to support governance.		31/12/2023
9/03/23	Working with key stakeholders, such as Partneriaeth, the Swansea Association of Governing Bodies will have a renewed focus.	JF	Collaborative working will be embedded. Governing Bodies are effectively represented and can have an effective and positive relationship with Swansea Council.		31/12/2023