

What does the governance professional do?

Organising governor and trustee training

As a governance professional you are responsible for identifying both the training needs of governors and trustees and suitable sources of training to meet those needs.

Identification of need

In the first instance, you will assist with the governing board's self-audit and from that draw up a matrix which identifies where further training may be needed. Model self-audit and matrix documents have been developed by NGA and are available to members.

Who is training for?

When considering the training needs, you need to identify who it is for as this will determine the most effective method of training. For example, training for an individual governor or trustee might be more convenient if it can be accessed online at a time suitable for that governor or trustee whereas training for the full governing board might be more conveniently held in person immediately prior to a meeting of the governing board.

What is the training budget?

As with all aspects of school expenditure, there will be a pre-agreed budget for the amount allocated to the governing board for their training needs over the course of an academic year. The school business professional will be able to advise you of this amount and how much has already been allocated or spent, so you can take this into consideration when arranging further training for governors and trustees.

Does the school/trust already buy into training?

The school may already have access to training for governors and trustees through a service level agreement (SLA) with the local authority or membership of organisations such as the NGA.

Many local authorities continue to provide an annual programme of training on many facets of governing. While some may be aimed purely at maintained schools, many are also suitable for those governing in academies. Some LAs will also provide whole board training which can be purchased outside of any SLA.

There are many providers of bespoke training/development sessions for governing boards, including NGA. NGA can provide bespoke sessions on everything from

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general roles and responsibilities of the board to specifics such as safeguarding, or special educational needs. See the [NGA website](#) for more details.

There are also a whole host of independent trainers and consultants and other non-profit and for-profit organisations who offer these sessions.

Free sources of support may also be available at times such as previous government schemes to provide training for chairs and clerks.

Check the quality of the support

You need the training or support to be reliable and of sound quality and therefore care should be taken to ensure that the training will be effective and meet the needs of the governing board. It is helpful to network with other governance professionals and ask their opinion on training they may have accessed for their governing board.