

# Succession planning

## Scenario 2 – Establishing a culture of succession transcript

You are the chair of a maintained primary school in Oldham and you have held this post for four years. The school is a two-form entry school with a pre-school, which is run by the governing board under community powers. Both the school and the pre-school are oversubscribed and have been consistently good with outstanding features for its last three inspections.

You are conscious that best practice is for chairs to step down after six years – but you are unsure if anyone would be able to take on the role.

The vice-chair is experienced and knowledgeable, but due to family commitments feels that she is unable to take on the role next year.

The other governors are increasing in confidence and the two committee chairs are beginning their second year in post. The chair of finance and resources is a parent governor and as his children are due to leave next year – has already mentioned that he wishes to step down next year and is aiming to become a governor at the local secondary school.

The governing board is effective, and they fulfil their core roles and statutory responsibilities well. The last Ofsted report stated that the governing board knew the school well, provided a good level of challenge and performance-managed the head teacher, to ensure the school continues to improve.

The governing board subscribe to the local authority governor services' training package. Attendance is encouraged, but you are conscious that some governors have become a bit complacent about their development needs and you feel the time is right to introduce some new training or development and re-focus everyone.