



Trustee's Development Plan

2024/26

Version 4 : Oct 2024

Trust Development Plan - May 2024: Based on External review of Governance, River Learning Trust						
Number	Action Point	review recommendations	Actions	RAG	Lead	Time Scale
1	Review make up & skill set of Trust Board	<p>1. Recruit a new trustee who is a senior member of staff at another school. Consider the necessity for a new trustee with HR experience.</p> <p>2. Identify possible new trustees who are not parents to bring more diversity to the board.</p>	<p>1. Skills Audit completed. To consider when have vacancy.</p> <p>2. On next vacancy agree skills required - when vacancy.</p> <p><i>Had a HR Trustee but unfortunately resigned Oct 24. So was Green till 16/10/24. Review ongoing.</i></p>	<p>A</p> <p>(Green till 10/24 see note)</p>	<p>1. Governance Professional</p> <p>and</p> <p>2. Trust Board</p>	<p>1. Sept-25</p> <p>2. When a vacancy arises</p>
2	Further Training	<p>1. Source training for senior staff members to understand the role of the trustees</p> <p>2. Source follow-on training for newer trustees on effective governance and effective challenge.</p> <p>3. Source training for trustees on risk management in a school/SAT setting</p>	<p>Completed: had teaching / training both internal and external.</p> <p>Training is ongoing, record kept by Governance Professional in GovernorHub.</p>	<p>G</p>	<p>1. Head & Chair</p> <p>2. Committee Chairs - Standards & Resources</p>	<p>Sep-24</p>

		<p>4. Consider more training for trustees on the Standards Committee in data analysis</p> <p>5. Consider more training for trustees on the Resources Committee in financial management and planning in a school/SAT setting</p>				
3	Monitoring Visits	<p>1. Provide lists of questions for trustees to ask during monitoring visits and meetings</p> <p>2. All trustees should carry out regular monitoring visits (once a term) and write up a report after each one.</p> <p>3. They should brief the other trustees about their visit at the next trustee meeting</p>	<p>1. Have template: Trustees need to fill in COMPLETED</p> <p>2. Record visits via Governance Professional & have space on GovernorHub for documents. COMPLETED</p> <p>3. All reports on GovernorHub, open to all Trustees.</p>	G	<p>1. Trustee</p> <p>2. Governance Professional</p>	Sep-24
4	Risk Register	Reduce the scope of the Risk Register and ensure it feeds into strategic planning and strategic discussions	Recommendation: many less 'risks'. Owned by the school. Chair to discuss with Head	G	Head	Sep-24

			Completed review, having less, but important items.			
5	Trust meetings	Consider the number and sequence of Trust Board and committee meetings	Recommended cutting back on meetings. Needs discussion & agreement Discussed: same number of meetings but changed day, times and made available on Teams.	G	Chairs of committees (Resources and Standards) with Trust Board	Sep-24
6	Succession Planning	Develop a succession plan for when the current Chair of Trustees steps down	Completed: TB has Co-Vice Chairs and each committee (Resources and Standards) have a Chair and Vice Chair. (5 Trustees + experienced ex Chair who steps in when required.)	G	Trust Board	Sep-25

This Trust Board's Development Plan for the academic year is informed by:

- a. the results of a self-review exercise using 'A Self- evaluation tool for School Governing Bodies, based on the All-Party Parliamentary Groups' "twenty questions for school governing bodies to ask themselves" and,
- b. reflects on the knowledge, skills and behaviours required from Trustees to deliver effective governance, as set out in Department for Education's (DfE) A Competency Framework for Governance (March 2017).



c. Governance review undertaken by RLT in 2024.

The plan sets out our how we intend to further improve our operation and practices for the year ahead and it will be regularly reviewed to check on progress towards completion of goals. It is important to recognise this is a 'living' document and therefore will be regularly updated.

The Trust Board's Development Plan is reviewed by the Chair, Chairs of Committees and Head termly and represented to the Board minimum annually.