STAFFORDSHIRE UNIVERSITY ACADEMIES TRUST

A VIEW FROM THE CEO, JAMES CAPPER

THE SKILLS AND CONFIDENCE MAP

A REFRESHING WAY TO SHAPE GOVERNANCE

As a Trust, we are committed to developing effective and sustainable governance at both local school and central Trust levels. The **Shaping Governance Skills and Confidence Mapping** approach provides a holistic insight into what our governors and trustees bring to their roles.

By revealing a broader view of the skills and gaps within existing boards, this knowledge significantly supports our recruitment efforts and board development. It carefully considers the professional skillsets and diverse networks, such as community connections, that individuals contribute, genuinely celebrating governance as a worthwhile volunteer role.

It has been a pleasure to work with Su and to pilot the Shaping Governance Skills and Confidence Map with our Trust Board. The tool itself offers a refreshing way to analyse what people bring to their roles, and Su beautifully complements this with her personalised, trust or school-specific, focused analysis and reports. It has enabled a broader discussion which was welcomed by trustees.

The mapping process is accessible, quick, and easy for governors to complete, yet it assimilates a comprehensive set of data that informs individual school boards and the Trust board. The final results are clear, visually engaging, and open up fantastic opportunities for review, discussion, and, most importantly, positive impact.

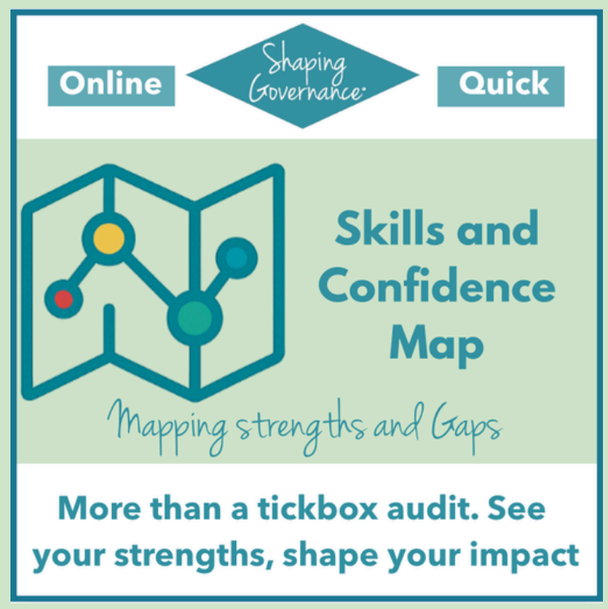
Furthermore, Shaping Governance has supported our Annual Conference with high-quality, interactive, and thought-provoking workshops, including: Child-Centred and Appreciative Governance Approaches, Promoting Inclusion and SEND Support Through Governance.

James Capper, CEO

About the Skills and Confidence Map

While traditional, annual skills audits are recommended to assess board capability, the Skills & Confidence Map goes a step further. It explores not just what skills exist, but how confidently and effectively they are used in practice; fostering honest reflection without the pressure of a full review.

As Su explains: *"I believe skills audits should do more than meet expectations. They should build confidence, not just compliance; creating the conditions for collective impact."*



Find out more