



Governor Effectiveness 2018-19

Ensuring clarity of vision, ethos and strategic direction

- Federation of the governing bodies of Chertsey and Dorking to create one cohesive Full Governing Body (FGB), enabling a sharper focus on the role of Maintained Nursery Schools in Surrey. Creating one vision with a cohesive approach of systems, process and policies
- One FGB strengthened by skills, expertise and sharing of good practice
- Decision to keep schools as separate organisations under one structure so that each has its own identity in the community
- Lead provider for Mole Valley Family Centre based on previous success of in the area and capacity to improve
- Governing body decision to focus leadership at Chertsey on the Nursery School and not to be lead provider of Runnymede Family Centre
- Led successful restructure of the Mole Valley Family Centre as pilot for Surrey, demonstrating an understanding of the delivery and role this will play in supporting families in the future
- Approved one shared INSET day to revisit vision and direction for all staff
- Governor attendance at whole organisation INSET in September 2019 to reinforce and align vision of governors and staff and the organisation
- Values and strategic direction articulated consistently by EHT and governors

Holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance of staff

- SEND governor visits to understand the day to day operation of the school
- Governor visits monitoring staff meetings of Senior Leadership Team (SLT) and other teams to understand the professional development and communication systems in place
- Headteacher Performance Review led by panel of Governors and external assessor to ensure targets set for Executive Headteacher (EHT)
- Regular 1:1 between the Chair of Governors and EHT to ensure clear understanding of the strategic performance and ongoing issues
- Resources committee monitoring expanded to include staff wellbeing to ensure staff are supported
- Governor monitoring of Data Protection action plan to ensure leaders are held to account
- FGB and Resources Committee structures meetings six times a year to enable deeper challenge
- Cascading of staff appraisal from EHT to all staff ensures processes are robust
- Ensuring safeguarding arrangements are effective, policies are up to date and all staff and governors are appropriately trained.

Overseeing the financial performance of the organisation and making sure its money is well spent

- Resources Committee meetings six times a year to enable deeper challenge and monitoring of budgets
- 3 year financial plan in place to understand and future planning needed, allowing time for actions to be made to resolve gaps
- Significant investment in learning environment at Chertsey to maximise learning potential and outcomes of children – 83% working at ARE compared to 62% in 2018
- Budget monitored closely ensuring funds available to impact outcomes for children, including making provisions for investment in premises at all sites

Next steps for 2019-20

- Embed federation and links between Chertsey and Dorking enabling Governors to have a deeper understanding of the whole organisation
- Ensure governor monitoring visits take place on all 3 sites
- Revisit 3 year strategic plan to align with new priorities and extension of the organisation
- To work more closely with the SLT and middle leaders on monitoring visits to understand the impact and quality of education
- Ensuring ongoing recruitment of new governors in line with skills audit and shared vision (focus on Chertsey parent governor)
- Monitoring of the MVFC budget closely to ensure offer and budget are aligned
- Governor support to MVFC to monitor impact of offer
- Monitoring of financial risk and viability after 2020
- Aide memoire for governors to have top level understanding of the strengths and areas for improvement
- Support the development of new governors with mentor
- Staff and governors to understand the new education inspection framework and implications for continually improving performance and outcomes