

## Governor effectiveness 2019-20

### Ensuring clarity of vision, ethos and strategic direction

- Consolidated operation of Federated Governing Body across Chertsey and Dorking Nursery Schools and Mole Valley Family Centre.
- Supported Executive Headteacher (EHT) in reacting to Covid19 lockdown in March 2020, and subsequent partial reopening in June 2020.
- Governor meetings continued throughout year (virtually since March 2020) – with focus on the issues around delivering provision for vulnerable and critical workers.
- Monitored and supported launch of Mole Valley Family Centre (MVFC) in September 2019, and considered the impact of the new provision is for staff and families.
- Training received on revised OFSTED framework to understand how changes affect our settings.
- 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

- FGB and Resources Committee structures meetings six times a year to enable deeper challenge
- Governor visits (until March 2020) focussed on “What is it like to be in Nursery” – and hence conducted from perspective of a child
- 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
- Regular online meetings held between EHT, Head of School, Chair of Governors and Vice Chair of Governors during Covid19, to discuss issues as they emerged.
- Governors reviewed Covid19 Risk Assessments to ensure the schools were following government guidance throughout Covid19 and for further opening in June.
- SEND governor visits with SENCo and SEND settings to understand issues in more depth.
- Staff wellbeing initiatives monitored by Resources Committee and assessed by staff survey.
- Governor monitoring of Data Protection action plan to ensure leaders are held to account and processes in place
- 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.
- Recognition that there will be a need to campaign for Maintained Nursery School funding as part of Government Spending Review.
- Significant investment earmarked for building work at Chertsey, but now pending building reviews by Surrey CC.
- Budget monitored closely ensuring funds available to impact outcomes for children, including making provisions for investment in premises at all sites

### Next steps for 2020-21

- Revisit 3 year strategic plan to align with new priorities and extension of the organisation
- To work closely with the SLT and middle leaders on monitoring both virtually and through visits when possible to understand the impact and quality of education – including recovery plans following Covid19 lockdown
- Work with EHT on plan for reopening fully in September 2020, and understand arrangements and risk assessments for any potential future local lockdowns ensuring provision is sustained for vulnerable and critical workers.
- Monitoring of financial risk and viability after 2021.
- Continue to develop network for the Maintained Nursery School to help in any campaign for future funding and sustainability.
- Support the development of new governors with mentors
- Ensuring ongoing recruitment of new governors in line with skills audit and shared vision (focus on Chertsey parent governor)
- Carry out restructure of SEND provision at both schools to align offer with universal entitlement