



Governor Effectiveness 2020-21

Ensuring clarity of vision, ethos and strategic direction

- Development of 3 year strategic plan following governors working group
- Supported Executive Headteacher (EHT) and leadership team in decision making and reacting to Covid19 lockdowns over academic year
- Governor meetings continued throughout year (virtually) – with focus on the issues around delivering provision for as many children and families as possible.
- Staff wellbeing strategy, policy and survey implemented.
- Continued and regular attendance at governor training and Surrey updates
- Recruitment of new governors with variety of skills in line with skills audit and shared vision
- Marketing actions taken to improve numbers on roll, and built these activities into annual planning cycle
- Restructure of SEND provision at both schools to align offer with universal entitlement

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
- 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 academic year.
- Scrutiny of standards through Governors asking leadership team about differences between Chertsey and Dorking data on progress of different cohorts of children.
- Staff wellbeing initiatives monitored by Resources Committee and assessed by staff survey.
- Cascading of staff appraisal from EHT to all staff ensures processes are robust
- Review of the interventions for families by the Family Centre
- Ensuring safeguarding arrangements are effective, policies are up to date and all staff and governors are appropriately trained.
- Governor visits able to start again in late summer term to understand the impact and quality of education and recovery plans.

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 and an understanding of risks and opportunities identified.
- Recognition that there will be a need to campaign for Maintained Nursery School funding as part of Government Spending Review.
- Significant investment made in outdoor space at Chertsey to support offering.
- Recognition of issues with numbers on roll, developing marketing strategies and flexible review of staffing levels
- Supported proactive access to Early Intervention Funding by leadership team to support staffing
- 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

- Monitoring of the implementation of the new Early Years Framework in September 2021
- Continued development of outdoor space at all settings
- Monitoring attainment gaps, in particular those relating to language and communication to improve outcomes and ensure children are ready for the next stage of their education
- Preparation for discussions with Surrey regarding the end of the service level agreement of Mole Valley Family Centre in 2022
- Continued monitoring of financial sustainability of all settings