



## Governor Effectiveness 2022-23

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

- Monitoring of year 2 of the 3 year strategic plan
- 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
- Monitoring of new of SEND Admissions process at both schools to align offer with changes to funding and entitlement
- Termly monitoring of the Development Plan
- Future planning for the sustainability and opportunity to increase numbers on roll at Chertsey through changing use of the provision

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

- FGB and Resources Committee meetings six times a year to enable thorough 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
- Scrutiny of standards through Governors asking leadership team about differences between Chertsey and Dorking outcomes
- 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 Staff wellbeing initiatives monitored by Resources Committee and assessed by staff survey.
- Successful challenge and leadership of the MVFC; obtained 'Exceptional' Grade at Performance Review for 2022-23
- Cascading of staff appraisals 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
- Governor visits to both schools to understand the journey, quality and offer for the children and monitor the implementation of the new Early Years Framework
- Continued development of outdoor space at all settings alongside budget and capital expenditure

### 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.
- Review of Pay Policy to ensure fair pay progression for all staff
- Support for capital expenditure, particularly at Chertsey to support ongoing developments
- 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 2023-24

- Continued monitoring of the implementation of the new Early Years Framework
- Monitoring of year 3 of three year strategic plan and start development of next strategic plan
- Monitoring of the challenges of increased numbers on roll of children with SEND at both schools to ensure quality and leadership capacity
- 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
- Continued monitoring of financial sustainability of all settings
- Preparation and support for Section 8 OFSTED inspection at Chertsey Nursery School
- Ensure new governors are trained and supported in their role including understanding KCSIE
- Termly governor visits to each school to provide challenge – journey of a child at CNS and DNS, and at MVFC where appropriate
- Plan for transition to new model of Family Resilience and Family Centre's post April 2024
- Create working party for the expansion of early years entitlements from April 2024
- Governor brokered Safeguarding Audit for Chertsey – September 2023
- Participate in Financial Audit of Chertsey – September 2023
- Review effectiveness of FGB and Resources Committee meetings and adjust as necessary