Featherstone Nursery School

What we as governors have achieved in 2019-20

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| Core Functions of the Governing Body | Strategic Objective | What we have Achieved | Impact of governors |
| Ensuring clarity  of vision, ethos  and strategic  direction | To take a strategic lead in our partnership working | Encouraged and developed further partnership working with a range of partners:   * Birmingham Nursery Schools Trust * BAMNS * Erdington Schools Collaboration * Peer Review Group * Local Food Bank * Erdington Consortium * Local M.P. * APPG on Nursery Schools * Early Education   Partnership working with Osborne Primary and Nursery Schools (through the ESC) during the covid-19 lockdown period enabled staff and resources to be shared.  Regular virtual meetings between the ESC and BAMNS headteachers were held during lockdown and school re-opening. | Leaders have a wider understanding of local issues and solutions  Safeguarding of families across settings has been ensured by sharing of information  Resource sharing and collaboration with other schools providing mutual benefits e.g. joint membership of Early Education  Joint INSET with ESC which gave staff access to quality and inspirational speakers at minimal cost and enabled them to build working relationships with practitioners at all levels across Erdington.  The school was able to remain open for key worker and vulnerable children from March to May 2020 and during the Easter holidays.  Resources in short supply e.g. PPE, were obtained and shared between the schools to ensure all had sufficient to remain safe.  Stronger relationships were built between our staff and staff from both other schools.  Practical and emotional support was given to our head teacher from the other head teachers. Collective decisions were made and ideas and solutions shared. |
| Holding the headteacher to account for the educational performance of the school and its pupils and the performance management of staff | Consistency of high quality teaching, children’s progress and school readiness | External validation from our School Improvement Advisor and our Peer Review Group.  Have ensured that all staff have performance management or appraisal that is appropriate and drives improvement. Classroom staff also have half termly supervision. Where training needs have been identified staff have been placed on individual development plans.  Governors review of children’s progress through meetings, visits to school and scrutiny of data  SEND Governor visits happened termly with SENCo.  EYPP money used to allocate staffing and resourcing to enable Wellcomm and bucket time interventions to take place.  Emphasis on ensuring strong relationships were developed between keyworkers, their children and families  Health for Life in Nursery Schools bid encouraged to gain additional funding for physical development across the school. | Good practice has been shared and areas for development have been identified in a timely manner.  Staff’s abilities continue to be developed  Governors challenge to staff where children’s progress dips ensure interventions are put in place in a timely manner.  SEND provision map is kept up to date, appropriate outside agencies are engaged by the SENCo and reviews with parents are completed to enable SEND children to make good progress and be ready for transition to primary school.  Gaps are narrowed or closed in children’s attention, concentration and self-regulation and Speech and Language skills.  Staff know children well and so are able to match learning to their individual needs. Staff work in partnership with parents to ensure children are also supported appropriately at home in their learning.  Bid successful and first £500 received towards resources and staff training. Project put on hold since March 2020 due to covid-19. |
| Overseeing the financial performance of the school and making sure it’s money is well spent. | To keep our nursery economically viable whilst retaining the quality of education | SENCo has proactively claimed all SEND funds that are available to us for our children – ISEY, DAF, CRISP  £10,000 bid was successfully secured from the Lottery Fund  Effective collaboration with ESC  Free online governor training made available during lockdown was taken advantage of.  Governor support for investment in nursery building - best value. | SEND governor ensures all additional funding for SEND children (EHCP, ISEY & DAF) is spent on supporting children with SEND  An artist in residence was funded to work with both children and parents to develop children’s creativity skills.  ESC savings on resources and services e.g. INSET training, DPO costs, school fund audit costs  Governor skills and knowledge developed at no cost to the school.  Separate space for two year olds planned to encourage the expansion of two year olds attending the nursery. |
| To implement and evaluate a shared leadership model | Shared leadership model implemented across Featherstone and Osborne Nursery Schools from September 2020.  Shared leadership to continue for another year with review to ensure the effectiveness and management of workload for senior leaders moving across sites.  Newly appointed SENCo | Governors worked together with HT to ensure a leadership model that had the least impact both personally and professionally. This resulted in a model that works effectively with minimal impact on HT.  With Governor input this has meant that both nursery schools can remain financially sustainable in the light of ever tighter budgets.  Support and concern for well-being for HT and other senior leaders involved, expressed at GB meeting.  Updated information and informal review of effectiveness and workload for HT.  Osborne agreement sought, referred to at GB meeting.  SENCo for the new structure to protect the inclusive nature of the nursery school and the high quality support of its pupils with SEND. |
| Ensuring Statutory Compliance |  | Safeguarding governor completed an annual safeguarding check and monitored completion of tasks towards 175 safeguarding action plan.  Induction training for 4 new governors and other training completed which is relevant to their roles and responsibilities.  All Staff have received safeguarding training and other training relevant to their roles. A training file was set up to enable governors and others to easily check training certificates and updates needed.  Minor data breaches or where data has been put at risk have been recorded throughout year as part of our GDPR compliance  Paper and computer files have been amended where needed or disposed of safely to ensure school is only keeping the minimum amount of data for the shortest needed time and in line with our retention policy.  Elite Safety contracted for a one year period to ensure all health and safety policies and procedures are in place across the school.  Governors gave challenge and worked through plans and risk assessments with head teacher around the covid-19 partial school closure, relocation to primary school and re-opening to more children. | School is compliant with all safeguarding regulations including Keeping Children Safe in Education.  All governors more aware of their roles and responsibilities.  All staff following safeguarding policy and procedures. School is kept always compliant with numbers of staff trained in the statutory areas e.g. first aid, food hygiene, DSLs, prevent etc.  HT has used these data risks and minor breaches to train staff on specific requirements of data protection law and to tighten up procedures to prevent a major data breach.  The storing of data on site, retention periods and its disposal is compliant with GDPR.  BSM and Senior Office manager received training from Elite Safety to enable them to oversee health and safety on a daily basis.  Children, staff and parents were kept safe at all times. Parents received weekly home learning activities to complete with their children to continue their early years education. All DfE and local authority guidance and returns were followed or completed as required. |

Signed: M Woodley Date: 07/07/2020

Chair of Governors: Marta Woodley