What we as governors have achieved in 2022-23

(Completed by Governors from both schools on 14/07/2023)

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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 work towards a federation of Osborne Nursery School and Featherstone Nursery School to ensure sustainability of both schools. | Governors set up a cross school federation working party to work through the formal federation process with advice from School and Governor Support.  A federation proposal document was written & communicated via letter, Tapestry and both school websites to parents.  The federation proposal was submitted to DfE and Birmingham City Council and agreed by them both.  A consultation period took place with meetings for parents with governors at both schools.  A new Instrument of Governance was agreed.  Regular meetings took place between Chairs of Governors from both schools and Headteacher.  Two Governors served on both school boards for this academic year to strengthen relationships between them.  Governors from both boards attended events together e.g. The DLP Celebration.  A joint governor strategic morning took place to which a newly elected federation governor was invited to begin building relationships between governors coming from both schools.  As governor terms ended the number of governors on both boards was reduced to leave just the governors who will be co-opted onto the federation board.  Appropriate policies have been combined as they have been reviewed in preparation for them to become federation policies in 2023-24.  All new staff appointed have had working across the two schools added into their job offer letter. | The formal Federation of Osborne and Featherstone Nursery Schools to begin on 01/09/2023.  The federation was agreed without any opposition from either DfE or BCC.  All parents are supportive of the federation.  Governors have begun to build relationships with governors from the other school.  Staff working across the two schools will be working under one policy regardless of the school they are in, which will bring consistency to staff practice.  Flexibility of staffing is being built into the federation structure. |
| To further develop our partnership working with; Birmingham Nursery Schools Trust, Birmingham Association of Maintained Nursery Schools (BAMNS), Erdington Families and Erdington Primary Schools Consortium | Governors supported and encouraged collaborative working with:   * Birmingham Nursery Schools Trust and through this the Developing Local Provision (DLP) Project   Governors have allowed the headteacher to continue to take on a strategic lead role for the DLP project in Sutton Coldfield and Erdington. Through this collaborative working has taken place with   * Erdington Children Centre * Early Years Consultants * Area SENCo Team * Speech and Language Therapists (SaLT) * Occupational Therapists (OT) * Staff from other nursery settings * Birmingham Early Years Network   Shared INSET training with BAMNS in September 2022  Erdington Families Partnership  Erdington Primary Schools Consortium  Professionals who support children with SEND e.g CAT, health visitors, PSS, hearing support  NGA Chairs Group | Better working relationships have been built with professionals working with early years children across both districts e.g. SaLT, Early Years Consultants, Area SENCo  Enabled SaLT, OT and Family Support workers to visit the DLP Stay & Play at Osborne run in conjunction with children centre staff. This gave parents from our own and other Erdington nurseries a chance to get support and advice from these professionals whilst their child was on waiting lists for services or before they were referred.  Staff from settings around Erdington (including our two schools) have had access to quality SEND training which has resulted in the upskilling of staff. Staff have said that they feel more confident in working with children with SEND.  Erdington settings have had access to outreach advice and support around working with children with SEND which has enabled their children to make better progress.  A large cost saving for both schools and a very experienced safeguarding trainer led the training.  Weekly zoom sessions for all organisations working with families in Erdington increased staff’s knowledge of the early help families can be sign posted to locally.  Head Teacher was able to make a connection with the Primary DLP lead which led to district wide transition meetings between all nurseries and primary schools in both Sutton Coldfield & Erdington. These will aid children’s transition into reception across the two districts.  Pupil numbers have risen again as we have had referrals for places from children centre staff and health visitors. Our vulnerable families have been supported by their family support team, household support payments and Christmas presents.  Chair of Governors at Featherstone has support and guidance through a group of Chairs of Governors. This aided with the federation process. |
| Holding the headteacher to account for the educational performance of the school and its pupils and the performance management of staff | To ensure a consistency of high quality teaching, so that children in all groups make better than expected progress and close any gaps in their learning, thus excelling in primary school when they leave us. | Performance Management procedures in place.  HT Performance Management took place by governors from both schools aided by our school improvement advisor.  Funding allocated in budget enabled annual SIA visits to continue at both schools.  Pupil Premium used effectively to support pupils across the setting, securing long-term additional agency staff to ensure interventions could take place despite staffing shortages.  Pupil on-track/not on-track data amended after feedback from Governors to show children moving from needing lots of support to some support.  Evidence seen on governor visits of excellent levels of support for pupils with additional needs and their parents from the SENCo and classroom staff. Feedback from Ofsted following Osbornes’ inspection supported this evidence further.  Discussion and approval of spending for SEND support at GB. This includes agreement on staffing via agency on long term contracts.  Governors approved a change in recruitment strategy. Quality staff coming on long term supply were recruited to fill staffing gaps on temporary to permanent contracts.  Governor encouragement to access quality research projects such as Hanen LLLI and Concept Cat | PM for HT reported at GB meeting. Insightful and cost-effective HT objectives are set. Governors ensure all staff have appropriate appraisals and supervisions.  Challenge and support for the SLT. Governor are given an external view of the schools’ strengths and development areas.  HT Reports provide detailed information regarding EYPP spending and outcomes- updates, discussions and approval at GB meetings, including funding approval.  Governors have been able to develop clear understanding of the progress and attainment of pupils in school. Any concerns with progress are challenged and addressed. Any barriers stopping children making progress are discussed.  Children continued to be moved along the SEND pathway and SEND Support Provision Plans & EHCPs obtained to enable them to have the correct support in primary school.  Provision for pupils with SEND is effective and ISEY funding used to maximise support via agency staff in the most appropriate environment.  Recruitment costs reduced and staff were able to judge whether the potential applicants fitted into the staff team. This also enabled us to recruit into positions where there was a shortage of applicants.  Staff have received free training which has increased their skills and enabled children to make better progress in their communication and language. |
| Overseeing the financial performance of the school and making sure its money is well spent. | To retain quality and vibrancy and keep our nursery school economically viable in light of the on-going health and education climate. | Financial management is supported by external agencies in school and at GB meetings.  The issues at Birmingham City Council level this year with Oracle have made the accuracy of reporting to governors extremely difficult, but governors have used internal financial data to ensure financial monitoring has continued.  School Improvement Plan is costed and approved and is on track.  Funding from additional sources such as Pupil Premium and ISEY, is used to best advantage in ensuring positive outcomes for pupils.  Governors discuss and approve budgets/spending, including additional funding via SEND funding streams and EYPP.  Promotion of available nursery places with Erdington Children Centre and health visitors and the numbers of families coming to both sites for stay and plays has seen pupil number levels rise to pre-pandemic levels again at both schools.  Decision made at governor level to balance numbers in nursery with staffing by use of supply in second half of year as numbers rose across the nursery.  Governor agreement for headteacher to be strategic lead for the Developing Local Provision project & the schools to be a fund holding schools.  Governor encouragement for staff to work externally on projects to develop and share their skills. E.g. DHT working as a DfE early years recovery mentor.  Governor agreement of the selling of spare nursery spaces.  Staff have been moved between schools as needed to cover absences.  Policy of using temporary to permanent staff from supply agencies to cover vacancies. | Governors have full awareness of the financial situation in Birmingham.  Governors see reports in advance of the meetings and are able to challenge issues, such as carry forward budget spending, etc.  Governors discuss, challenge and approve spending on, for example, agency staffing.  Annual review of suppliers ensure they are cost effective and good quality.  The Governing body has reviewed the budget regularly and worked to ensure the school works within a balanced budget whiles maintaining high standards and striving to increase outcomes.  The School Improvement Plan is approved by the GB and the spending allocated to ensure it may be delivered effectively. HT reports provide details for Governors.  Additional funding brought into both schools to support SEND children with enhanced staffing levels.   * ONS - SEND funding (ISEY, DAF, SSPP) - £27,400 * ONS – EHCP funding - £36,466.20 * FNS - SEND funding (ISEY, DAF, SSPP) - £32,728 * FNS – EHCP funding - £10691.67 confirmed so far   Pupil numbers given to governors in HT report every term. Predictions and plans for future are always made and governors challenge HT over any concerns or drops in numbers.  Nursery is not over staffed in the Autumn Term when numbers are always lower.  Additional funding brought into the budget.   * ONS – DLP – £19,275 * ONS – Room Hire - £2,245 * FNS – DLP - £19,275 * FNS – BEYN - £5,000   Funding received to towards staff costs via parents, college funding and childcare plus funding.  Has enabled school to get cover when agencies were short of supply staff and has also saved on agency costs.  All vacancies have been able to be filled with quality staff. |
| Ensuring Statutory Compliance |  | Statutory Return is completed by HT and shared with Chair for approval and then at GB meeting.  (covering statutory testing eg: Legionella, gas pipes, boilers, electrics, security lighting, etc, as detailed in Property Log Book)  Governors’ are provided with Statutory policy documentation in advance of governor meetings, where discussion, challenge and approval takes place.   All staff and governors have received virtual safeguarding training and other training relevant to their roles.  Safeguarding procedures in place:   * KCSE updates for staff and Governors. * Safeguarding and Child Protection Policy approved and on website. * DSLs in place with updated training being carried out every two years * Staff first aid training all kept up to date * Recording of concerns is accurate and secure   175 safeguarding audit completed.  Health and safety walks carried out termly by staff to ensure that the school was kept in good repair  Data protection procedures are in place:   * Staff update training has been provided * Governor update training completed * Governing Board documentation is accessed by governors via OneDrive * Role specific data protection considerations discussed with staff and governors   Website is regularly updated. | School is kept safe and compliant with all legislation.  Statutory Policies all in place and approved  Governors and staff have a good understanding of their roles and responsibilities under statutory regulations such as safeguarding, health and safety etc.  School is compliant with all Safeguarding regulations including keeping children safe in education.  Safeguarding procedures are effective and checked by governors at visits.  Policies are in place and are shared with Governors for discussion and approval.  Safeguarding governor checked 175 safeguarding audit to ensure all procedures were in place.  Governors checked actions plans from the health and safety walks to ensure any remedial works were completed  School is GDPR compliant  Records kept of minor breaches and shared openly with governors to discuss how to prevent in the future.  Website is compliant and a useful source of information for prospective and current parents |

Signed: Date: 14/07/2023

Chair of Governors: Abigail Cartmale

Governors contributing: Haleem Majahid, Sharon Eeles, Julie Attwood, Jo Sartori, Abigail Cartmale, Samantha Carter, Anna Farrelly