



Yorke Mead Governing Body – Strategic Vision – 2022-2025

The Vision and Values of the Governing Body

D – Determination: to stay on course to be an outstanding school

A – Ambition: to achieve standards significantly above national and Herts averages

R – Resilience: to deal with the resource and status challenges that lie ahead

E - Enjoyment: to make school a great place to learn and to work

T- Trust: to build on the excellent relationships with the Senior Leadership team and the Yorke Mead family

O - Openness: to new ideas and the views of children, parents, carers and staff

Our Link Governor roles

For resilience and mentoring purposes, most link governor roles will have more than one link governor.

Safeguarding	Foundation Subjects	Health & Wellbeing	Anti-Bullying
Pupil Premium and Children Looked After	SEND	Data Protection Officer	Environment
Core Curriculum	Buildings & Health and Safety	Equality	

Our objectives

Continuing to support and challenge the Head teacher and the senior leadership team, the Governing Body's objectives for the next three years:

Objective 1: The Governing Body will continue to monitor and assess safeguarding as a key priority throughout their work programme		
Intent	Implementation	Impact
Close Working between Governors and Senior Leadership team – in particular the Designated Safeguarding Leads	<ul style="list-style-type: none">• Appoint 2 Link Governors• Regular termly meetings between DSL and Link Governors• Review the impact of COVID on the safety and wellbeing of staffing and pupils, in particular mental health and wellbeing and Domestic Abuse	
Ensure safeguarding is a continuing priority for the school	<ul style="list-style-type: none">• Staff training – this includes the required safeguarding training, plus regular updates• Safer recruitment training of staff and governors• Safer recruitment practices• Whole systems approach to safeguarding• Policies are regularly reviewed and updated and circulated to staff and governors	
Ensure best practice in all aspects of safeguarding	<ul style="list-style-type: none">• Review and wider develop the use of CPOMS within school• Introduce electronic systems for visitors and staff coming into the school• Regularly review the Single Central Record	

Objective 2: The Governing Body will support the SLT in delivering a creative curriculum, instilling a life-long love of learning, whilst reviewing the impact on children and staff		
Intent	Implementation	Impact
Review the impact of COVID and the progress of getting the school back on track	<ul style="list-style-type: none"> To receive regular progress reports from the SLT To undertake governor visits to observe progress and to reflect back on reports shared at the FGB To understand any areas for concern and strategies in place to support To appoint a mental health and wellbeing link governor for all areas, not just COVID related 	
A well-rounded and creative curriculum	<ul style="list-style-type: none"> Supporting the school with implementing P4C, Forest Schools, Schools with Soul, Sport and Physical Activity opportunities through ensuring appropriate budget is available and staff training in place to deliver these Ensure the Sport Premium Funding is used effectively to encourage physical activity – especially those who do not usually engage – link governor report Observe interventions during school visits Undertake link governor reports when appropriate Pupil voice – speak to pupils about activities and what it means to them Monitor the impact of the curriculum each term within the Children’s Committee 	
Ensure the Foundation Subjects (Discover, Explore, Flourish) continues to be delivered at a high level, with progress monitored.	<ul style="list-style-type: none"> Monitor progress of the delivery of Foundation subjects throughout the school as outlined in the SDP Undertake link governor reports to share with the FGB Observe progress, classrooms and activities during school visits Support the school with introducing new projects, which further enhance the core curriculum e.g. Phonics / reading etc. 	
Ensure the Core Curriculum continues to be delivered at a high level, with progress monitored.	<ul style="list-style-type: none"> Monitor progress of the delivery of core curriculum subjects throughout the school as outlined in the SDP Undertake link governor reports to share with the FGB 	

	<ul style="list-style-type: none"> • Observe progress, classrooms and activities during school visits • Support the school with introducing new projects, which further enhance the core curriculum e.g. Phonics / reading etc. • Review the importance of reading initiatives, including the introduction of Little Wandle and the impact this is having across the school. 	
SEND children	<ul style="list-style-type: none"> • Monitor the progress of SEND children throughout the school as outlined in the SDP • Support the SLT in ensuring resources are available to support them. • Support the SLT with conversations at County level to ensure the school receives the support it needs for SEND children • Appoint at least 2 link governors for SEND children • Complete a link governor report for the FGB 	
Pupil Premium and CLA children achieve	<ul style="list-style-type: none"> • Monitor the progress of PPG and CLA children throughout the school as outlined in the SDP • Support the SLT in ensuring resources are available to support them. • Appoint at least 2 link governors for Pupil Premium and CLA children • Complete a link governor report for the FGB 	
Links with children, parents and staff	<ul style="list-style-type: none"> • FGB to listen to the views of the children. • Invite the School Council to an FGB meeting • Undertake an annual survey of the staff, including a face to face meeting • Undertake an annual survey of parents and encourage parents to share their views on Ofsted's Parent View. 	

Objective 3: The Governors will support Yorke Mead with continuing to develop its strong reputation as a school that “grows its own”		
Intent	Implementation	Impact
Growing our own - succession planning for all staff	<ul style="list-style-type: none"> • Personnel Committee to regularly discuss succession planning and to have plans in place • Identify future leaders and ensure appropriate budget, training and support is available to progress staff • Identify risks and ensure plans are in place to mitigate against these e.g. future of the SENCO role and succession • Develop succession planning for the Head Teacher 	
To ensure high quality staffing across the school and at all levels	<ul style="list-style-type: none"> • Ensure there is a training budget to support personal development of staff • Support and encourage staff to visit other schools and share best practice • Monitor how Middle Leaders are supported throughout the school and the opportunities they have for personal development • Identify opportunities for staff to progress through the school from MSAs through to support staff and teachers etc. • Receive regular reports from the SLT on the quality of teaching • Undertake governor visits to reflect on reports shared by the SLT • Support marketing of the school to attract high quality staff applying to the school 	

Objective 4: The Governing Body must continue to evolve		
Intent	Implementation	Impact
Governors to ensure they continue to be trained to fulfil the school's requirements and meet future challenges	<ul style="list-style-type: none"> • 1 in-house course and 1 external course • Take advantage of new online training courses on offer • Ensure training record updated • Ensure new induction process is implemented effectively • Link Governor roles are reviewed and updated to meet the strategic direction of the school • Provide a mentor to any new governors 	
Continue to strengthen links between governors and staff	<ul style="list-style-type: none"> • Clerk to the governing body to ensure all governors are aware who their link staff member is. • Governors to meet with their link staff member at least once per year • Co-Chairs to write to staff formally at least twice a year and to meet annually • Governors to undertake visits to school and to speak to staff during these visits 	
To support the SLT on specific projects as and when required	<ul style="list-style-type: none"> • The FGB must have a mix of skills and experience in order to support the SLT – this will be carried out through engagement with potential new governors • To support the school with the PEER working group (who aim to promote equality) and to ensure the school continues to deliver a balanced curriculum, celebrating all cultures and backgrounds. • Equality link governor to be appointed and report to be completed at least annually. • To review the impact of the specialised sport role within the school – link governor to be appointed and link governor report to be completed annually 	

The Governing Body must continue to review their effectiveness	<ul style="list-style-type: none"> • How are governors effective in our roles and how do we evidence this? Add this to the agenda for the FGB at least twice a year. • Undertake governor visits regularly • Complete link governor reports • Review past working groups – what was achieved/what has the impact been? 	
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Objective 5: Governors will support the SLT in creating a high quality school for current and future children and their families		
Intent	Implementation	Impact
To ensure the school is effectively marketed to the local community as the best and only choice for their child/children	<ul style="list-style-type: none"> • Establish a marketing governor working group • Identify opportunities to market the school through the new website, parent testimonials, marketing material and open morning sessions for prospective parents • Be clear on the USP of the school and how that is shared with the community • Continue to utilise social media as a tool for engaging with the local community 	
To ensure the building and outdoor facilities remain high quality	<ul style="list-style-type: none"> • To have a clear building management and maintenance plan • To ensure Health and Safety Regulations are complied with • To appoint a Health and Safety link governor • To receive an annual health and safety report on the building • To identify opportunities to further enhance the school grounds • Identify opportunities for digital and ICT related projects, which will further enhance the school and the teaching/learning for the children • Support the business manager with moving to a cloud based solution for data storage 	

To monitor the adequacy of school's funding to meet future needs and look for sources of additional funding	<ul style="list-style-type: none"> • Receive regular reports on the budget within the Resources committee • Undertake benchmarking on the budget at least once per year • Ensure the SFVFS is completed annually • Work with the Business Manager and the Friends of Yorke Mead to identify funding opportunities • Review pupil numbers and identify strategies for increasing/maintain numbers across the school 	
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Yorke Mead Working Groups

Alongside the key objectives listed within the GB Strategic vision, governors will also establish a number of working groups to review key considerations as they emerge. This includes:

1. Marketing – ensuring the school is marketed effectively to the local community – highlighting the school's unique selling points and identifying opportunities to showcase what the school has to offer, including open mornings.
2. Environment and Sustainability – identifying key actions, which will link in with the wider County and National initiatives to tackle Climate Change. This will form part of Resources Committee when reviewing the building as well as Children's Committee, looking at educational opportunities. It is anticipated this group will develop an Environment and Sustainability statement to detail what the school is doing around biodiversity, education, green travel etc.
3. Academisation – the school will continue to review and monitor the Government's initiatives around academisation, ensuring they remain up to date with current policy and the wishes of the local community.