



Yorke Mead Governing Body - Strategic Vision – 2019-2022

The Vision and Values of the Governing Body

The Governing Body have the following vision and values:

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

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

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				
Priorities	Actions	Responsibility	Timescales	Progress
Close working between Governors and Senior Leadership Team	Appoint a Link Governor	Governing Body	Annually	Completed – Charlotte Gomes and Peter Hyland – Link Governor
Ensure safeguarding is a continuing priority for the school	Frequent review to ensure vigilance maintained	Governing Body	Agenda item on each Governing Body meeting	Ongoing
Need for periodic in-depth review of Safeguarding practice	Safeguarding Report put to Governing Body	Link Governor	Annually – November 2019	
Ensure Safeguarding and other relevant policies are up-to-date and promulgated	Review and update Updated policies are shared with all staff	Governing Body	Annually	
All Governors to be trained on Safeguarding	Book appropriate courses	All Governors	Ongoing	
Single Central Record up to date and accurate	Review practice and staffing	Safeguarding Link Governor	Bi-Monthly	
Ensure best practice in safer recruitment	Governors to be trained to participate in interviews and make time available	Governing Body	Ad hoc	4 governors (including the Head) are safer recruitment trained

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				
Priorities	Actions	Responsibility	Timescales	Progress
Review the impact of changes in Ofsted policy and practice	Governors to have full knowledge and support the SLT with the strategic direction of the curriculum intent, implementation and impact (CIII)	All governors	To have full awareness at all meetings and visits	
A well-rounded and creative curriculum	Support the SLT in delivering P4C, Mind Up and Schools with Soul and other interventions to support health and wellbeing Have awareness on how this supports the CIII	Health and Wellbeing Governors SDP Sub-committee All governors during school visits	Annual report – July 2020 Agenda item once per year 3 school visits per year	
Foundation Subjects – Discover, Explore, Flourish	Monitor progress of the delivery of Foundation subjects throughout the school as outlined in the SDP	Foundation Link Governors SDP Sub-committee All governors during school visits	Annual report – July 2020 Agenda item once per year 3 school visits per year	
Core Curriculum	Monitor progress of the delivery of core curriculum subjects throughout the school as outlined in the SDP	Curriculum Link Governors SDP Sub-committee All governors during school visits	Annual report – March 2020 Agenda item once per year 3 school visits per year	
Pupil Premium and CLA children achieve	Monitor the progress of PPG and CLA children throughout the school as outlined in the SDP	Pupil Premium and CLA Link Governors SDP Sub-committee All governors during school visits	Annual report – November 2019 Agenda item once per year 3 school visits per year	
SEND children	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.	SEND Link Governors and All Governors Co-Chairs Resources Committee	Annual report – May 2020 Ad-hoc 4 times a year Head Teacher's report at the FGB meetings	

Pupil Voice	FGB to listen to the views of the children. Invite the School Council to an FGB meeting	All Governors Clerk to the Governors	3 times a year at each school visit March 2020	
To ensure impact is at the forefront of governor thoughts and questions	Governors to ask, "what has been the impact" Link Governors to ensure impact is detailed within their reports	All Governors	At all times	
Governor visits to view the impact of on-going interventions	Governors to visit the school and to view an agreed topic / project and to see the impact of this	All Governors	At least 3 governor visits per year	

Objective 3: The Governors will support Yorke Mead with continuing to develop its strong reputation as a school that "grows its own"				
Priorities	Actions	Responsibility	Timescales	Progress
Both teaching and support staff	To ensure staffing is discussed regularly	FGB	Agenda item on each FGB meeting	
Active Succession Planning throughout all levels	Discuss succession plans – this should include those for senior leaders	FGB Co-Chairs	Agenda item on each FGB meeting	
Encourage Ambition	Consider proposals for training and development and support when necessary	FGB	Ad-hoc	
Identify Future Leaders	Ask the senior leadership team who has this ambition and how the GB can support this	FGB Co-Chairs	Ad-hoc	
Give priority to training and development	Ensure there is funding within the budget to support training and development	Resources Committee	Annually – budget setting	
Publicise to aid recruitment and retention	Marketing of the school as a good place to work – possible page on the website	Resources Committee / Business Manager	February 2020	
Remain open to good ideas from other schools	Support and encourage staff to visit other schools and share best practice	FGB	Review annually	
Support the new EYFS Leader	Monitor the progress of the new EYFS leader	FGB – invite to a meeting for an update on progress	FGB – May 2020 meeting	
Support the progress of Middle Leaders	Monitor how Middle Leaders are supported throughout the school and the opportunities they have for personal development	Governors to meet with middle leaders during a school visit	One school visit per year	

Objective 4: The Governing Body must continue to evolve				
Priorities	Actions	Responsibility	Timescales	Progress
Governors to ensure they continue to be trained to fulfil the school's requirements and meet future challenges	1 in-house course 1 external course Take advantage of new online training courses on offer Ensure training record updated Ensure new induction process is implemented effectively	All Governors Clerk to the Governors Co-chairs of Governing Body	Annually Each term As and when a new governor is appointed	
Continue efforts to streamline meetings at Governing Body and Committee level	With help of informal Agenda Planning sessions, develop efficiency of Governing Body agendas and team working approach. New structure of FGB and sub-committees Pairs and teams of link governors	Co-chairs and chairs of committees Co-Chairs and Clerk to the Governors All governors	Ongoing Ongoing and annual review Link Governor reports and annual review	
Strengthen links between governors and staff	Liaise with members of staff who are identified as your contacts, report outcomes to the Governing Body	Link Governors	Meet with staff member during governor visits days 3 times per year	
Ensure potential governors understand the role	Deliver new governor induction pack Meet with potential governors to ensure they fully understand the role Link Governor JDs to be completed	Co-chairs of Governing body Co-chairs of Governing Body Co-Chairs and Existing Link Governors	Ad-hoc Ad-hoc November 2019	

Objective 5: Governors will ensure the health and wellbeing of staff and pupils remains a priority				
Priorities	Actions	Responsibility	Timescales	Progress
To ensure staff have a work-life balance	To have work life balance on each agenda and to ensure this is discussed	FGB	Agenda item on each FGB meeting	
Support interventions that encourage wellbeing	To ensure interventions are discussed and the impact assessed	SDP Committee	3 times per year	
To support and encourage interventions that enhance staff morale	Repeat Staff Survey	FGB	Spring 2020	
To encourage the development of Forest Schools	Ensure Forest Schools remain a priority	SDP Committee	Once per year	
Support training for staff to develop health and wellbeing, for example, whole school emotion coaching	Ensure there is budget to support health and wellbeing related training	Resources Committee	Review annually	
Ensure the Sport Premium Funding is used effectively to encourage physical activity – especially those who do not usually engage	Report from Link Governor to identify how the funding has been used and what impact this has had	Health and Wellbeing Link Governor	Annually – July 2020	

Objective 6: Governors will support the SLT in creating a high quality school for current and future children and their families				
Priorities	Actions	Responsibility	Timescales	Progress
To ensure the building is regularly updated	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	Resources Committee / School Business Manager Buildings and Health & Safety Link Governor FGB	Reviewed and updated annually Annual report – March 2020	
To monitor the adequacy of school's funding to meet future needs and look for sources of additional funding	To work with the Business Manager to ensure there are policies and procedures in place to encourage income generation and effective financial management	Resources Committee	Reviewed annually	
To effectively market the school to the local community, to make it the first choice for parents and pupils	Ensure the website is fit for purpose as a first point of contact Make sure social media is being used effectively Produce promotional material that can be used to market the school	FGB and Business Manager	Ongoing & particularly during admissions window	
To review the building work and the improvements this has had on the school (including children, staff and parents)	Link governor to review past parent questionnaires and to work with the Business Manager to identify future projects	Buildings and Health and Safety Link Governor	Annually	

Updated October 2019