



## GOVERNOR ACTION PLAN 2025/26

### Introduction

The purpose of the Governor's Action Plan is to support the following 3 core functions:

- Ensure clarity of vision, ethos and strategic direction;
- Hold the Headteacher to account for the educational performance of the school and its pupils, and the performance management of staff; and
- Oversee the financial performance of the school and ensuring its resources are used effectively.

The Board will continue in its support of the School's Senior Leadership Team (SLT) and staff by:

- Providing strategic leadership.
- Considered financial analysis and decisions.
- An oversight and assurance for educational performance and robust accountability.

In providing guidance and support to the School the Board will always be mindful that the school's staff and pupils continue to face challenges, particularly in safeguarding and mental health.

As Governors, we wish to ensure that every child is supported to be able to achieve their best, and that every child feels secure, safe and happy within the school environment. The Board will continue to consider how best to provide additional educational support to pupils who require it, and will also encourage and promote the mental health initiatives being introduced by the school. The Board will also ensure that the School is able to develop its curriculum and provision in line with the School Development Plan.

The Board has identified the following priorities for the year 2025/26:

### Ensure Financial Stability

The ongoing economic pressures, including inflation and rising operational costs, continue to impact the school's budget. Staff pay increases, energy costs, and service contracts continue to add pressure and are often only partially funded by Central Government.

A positive budget has been set for the next three years. The Finance Committee will continue to monitor this closely throughout the academic year to ensure that the forecast remains positive for each three-year period – whilst recognising that carrying forward a surplus across a three-year period is more challenging than ever before.

- Any proposed changes to staffing or hours will be carefully reviewed for affordability.
- All service purchases will be scrutinised to ensure value for money and quality.
- The Finance Committee will continue to evolve the Roots and Shoots commercial income, maximising this new revenue stream for The Willows whilst ensuring value for money for families.

### Promote Mental Wellbeing Within the School Community

We believe that a positive learning environment begins with wellbeing. Pupils must feel safe and supported to thrive, and staff must feel valued and empowered to create that environment. The school currently has a focus upon the mental wellbeing of its staff and pupils.

The Board will support these endeavours by:

- Providing funding for training and resources.
- Ensuring that a mental wellbeing survey is conducted across all staff and pupils and reviewing the results from these surveys.
- Ensuring that any recommendations arising from the surveys noted above are implemented.
- Enquiring about mental wellbeing during Link Governor visits.
- Mental wellbeing will feature upon the agenda of Board meetings.

### **Continue to Improve Early Years Provision**

We want to raise the quality of Early Years provision, ensuring all children make strong progress in their learning and development, and the setting meets or exceeds statutory requirements and Ofsted expectations.

Our aim is to provide a nurturing, stimulating, and inclusive environment where every child thrives by:

- Monitoring, challenging, and supporting leadership to ensure Early Years provision aligns with the school's vision and statutory frameworks (EYFS).
- Help the school to further embed play-based learning and language-rich environments.
- Supporting staff in the development of a robust curriculum.
- Monitor progress data for all groups (SEND, EAL, disadvantaged).
- Audit indoor and outdoor spaces for safety, accessibility, and engagement.
- Invest in age-appropriate resources that promote curiosity and independence.
- Promote home learning strategies aligned with EYFS.
- Ensure robust safeguarding procedures are in place and regularly reviewed.
- Monitor staff training compliance (First Aid, Child Protection).
- Seeking guidance and support of an external EY specialist.

As a key strand of our Action Plan, we will measure this by aiming for:

- Improved GLD (Good Level of Development) scores year-on-year.
- Positive parental feedback on engagement and communication.
- Ofsted rating for Early Years at least 'Strong Standard' or 'Exceptional'.
- Evidence of continuous professional development for staff.

### **Strengthen Governance and Governor Development**

To ensure the Board remains effective and informed we will:

- Conduct an annual skills audit of the Governing Board to identify training needs.
- Provide access to ongoing training and development opportunities for all Governors.
- Review and update the Governor Code of Conduct annually.
- Ensure all statutory responsibilities (e.g. safeguarding, SEND, equality) are reviewed and understood by the Board.
- Encourage Governor attendance at school events to strengthen visibility and engagement.
- Recruit new independent Governors who can contribute to the Board and bring diverse skills and points of view.

### **Enhance Community Engagement and Communication**

To build stronger relationships with families and the wider community we will:

- Develop a Governor communication strategy (e.g. newsletters, annual report).
- Promote the school's values and achievements within the local community.
- Support initiatives that encourage parental involvement in learning and school life.
- Reach out to international communities within The Willows family in order to increase inclusion and support.

### **Monitor and Support School Improvement Priorities**

To align with the School Development Plan (SDP):

- Receive regular updates from SLT on progress against key targets.
- Use data (academic, attendance, behaviour) to challenge and support school improvement.
- Celebrate successes and identify areas for further development.

### **Support the School in adopting the Belong Project**

The Belong Project is a two-year plan which will see the whole school team develop understanding of relational practice. This will be a challenging but rewarded programme. A member of SLT and a second degree-qualified member of staff will access post graduate level CPD through the University of Chester, closely linked with Trafford Virtual School. This will cascade through the whole staff team with two research projects taking place and whole school training delivered by a Clinical Psychologist.

The Governors will ensure that funding is provided to enable staff to undertake training and education, and The Governors will also monitor the impact of the project upon behaviour and wellbeing of all pupils and staff.