

What we as governors have achieved in 2025-26

Core Functions of the Governing Body	Strategic Objective	What we have Achieved	Impact of governors
Ensuring clarity of vision, ethos and strategic direction	To maximise the benefits of the federation structure so that both schools have strong governance and leadership that drives school improvement and ensures the best outcomes	Six full federation board meetings have taken place this year. Governors undertake visits at both schools, get to know the school environments and build working relationships with staff from both sites. All appropriate policies have been combined to form federation policies as they have been reviewed throughout the year. New staff have been appointed by the federation this year and they have working across the two schools added into their job offer letter. Staff are being used more flexibly across the federation. Quality SEND supply staff used at Featherstone in 2024-25 were offered permanent posts, one at each school from September 2025 The federation office team is managed by the Senior Office Manager based at Featherstone. The funding of new boilers and re-routing of heating pipes at Featherstone was guaranteed by a potential loan from Osborne whilst dual funding was secured. Staff swaps and the sharing of good practice across the schools promoted school improvement.	The formal Federation of Osborne and Featherstone Nursery Schools began on 01/09/2023. Governors building relationships with governors and staff from both schools. Staff working across the two schools work under one policy regardless of the school they are in, which brings consistency to staff practice. Staff can be used more flexibly depending on the needs of each school. Staff can be offered more flexibility in their working hours / days. Expertise can be shared across the schools. Children with SEND have quality, permanent practitioners working with them at both schools There is a consistency across the federation in the admin function of the schools. Additional support is available for the admin team at both schools. The heating work was completed in September 2025, preventing further disruption to Featherstone's children. Strengths from both schools have been utilised to develop the practice at the other school.

	To take a strategic lead in our partnership working with Birmingham Nursery Schools Trust, District Family Hubs and Birmingham Early Years Network for the benefit of our staff, children and families	Governors supported and encouraged the head teacher to take a strategic lead role with the following: • Birmingham Nursery Schools Collaboration (BNSC) • Birmingham Early Years Networks (BEYN) • Family Hubs Steering Group Governors supported the Deputy Head Teacher and one of the teachers from Featherstone in giving leadership capacity to two local nursery schools Governors supported and encouraged working in collaboration with: • Erdington Children Centre • Stronger Practice Hub	Better working relationships have been built with professionals working with early years children across all districts e.g. SaLT, Early Years Consultants, Area SENCo for the benefit of our children and families. Very successful district wide transition meetings between all nurseries and primary schools took place. These will aid children's transition into reception across the districts. Ready, Steady, Reception! documents were distributed to every parent with their reception place offer letter, with the potential of impacting positively every child moving into Reception in Birmingham. New BEYN workers supported local nursery settings and Reception classes to improve their practice. Additional income brought into both schools via the work the head teacher completes externally. Valuable leadership experience was gained for our staff, resulting in a promotion for our class teacher. The standards in two local nursery schools were improved. The running of a Stay & Play in conjunction with children centre staff has aided the transition into nursery for some of our children. Pupil numbers have risen at FNS 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 and household support payments. Gave staff access to high quality funded training programmes & free resources e.g. EY conference
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		- Professionals who support children with SEND e.g CAT, health visitors, PSS, hearing support, OT - Professionals who support children with safeguarding concerns e.g. social workers, health visitors, family support workers	Children have been well supported by the communication and autism team, hearing support teachers, educational psychologists and the pupil support service. Our children are securely safeguarded and important information is communicated between nursery staff and outside agencies.
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 another nursery school head teacher School improvement advisor from BCC – all reports discussed at governor meetings All classroom staff had a day when they swapped with a staff member in a similar role at Featherstone Nursery School. Progress of children monitored half termly by DHT and teaching and learning link governor kept informed. Pupil Premium used effectively to support pupils across the setting, securing long-term additional agency staff to ensure interventions could take place. Pupil on-track/not on-track data shared with GB and discussed at GB meetings Evidence seen on governor visits of excellent levels of support for pupils with additional needs and their	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 and an external viewpoint of both schools gained for the governors. Federation structure enabled staff to see good practice at the other school and receive positive and constructive feedback from staff there to improve their own practice. Individual staff supported / challenged as needed to ensure children make the best progress they can. 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 rates of progress and attainment of pupil 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.

		parents from the SENCo and classroom staff. Parent questionnaires 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 and forward planning to ensure quality of staffing from supply agencies. • Creation of two new SEND support posts to ensure consistency of support for our children with SEND Staff receive high quality CPD opportunities to develop their skills at all levels. Staff training is often linked to the needs of specific groups of children e.g. working with children with epilepsy. Funded training accessed through Stronger Practice Hub, DLP or Birmingham EY Network enabled staff to be upskilled • Helicopter training accessed by 8 staff across federation – training will be disseminated further in 2026-27	Provision for pupils with SEND is effective and ISEY funding used to maximise support via agency staff in the most appropriate environment. Adequate staff training budget included when budget is set and agreed by governors. Key staff received this early writing training and it has had a positive impact on staff confidence levels, knowledge & skills in teaching early story telling skills.
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 education climate & changes to funded hours	Financial management is supported by external agencies in school and at GB meetings. Full and accurate reports are produced and shared with Governors, outlining expenditure throughout the financial year to ensure financial monitoring. A checklist is also produced to show that all financial expectations are met. Full chequebook status now fully embedded at both schools	Governors have full awareness of the financial situation for the school. Governors see the reports in advance of the meeting 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. Financial processes are now more transparent and the schools have greater control over these.

	and eligibility for two year olds nursery provision.	Transference of payroll, pensions and HR services to Services4Schools from BCC now fully embedded 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. Petty cash expenditure is monitored/audited and reported to GB. Gifts and hospitality overview is in place. Promotion of available nursery places with Erdington Children Centre and health visitors. Also promotion through on site stay and plays Governor agreement for headteacher to be a strategic lead for the three north districts in the BEYN project Governor agreement of the selling of spare nursery spaces.	More user friendly payroll portal for admin staff. Easier staff access to payslips. 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. Governors discuss and approve budgets/spending, including additional funding via SEN Funding streams and EYPP. Audit of spending on petty cash and school fund shared and approved at GB meetings. Approval of gifts and hospitality by GB where required. 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. Additional funding brought into the budget. Funding received towards staff costs via parents, college and university funding.
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 safeguarding training and other training relevant to their roles.	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.

		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 via CPOMS 175 safeguarding audit completed. Health and safety walks carried out by staff to ensure that the schools were kept in good repair	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
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Signed by Chair of Governors: Abigail Cartmale

Date: 10/07/2026