



Governance Strategy Document

2024-2027

The Strategic Document is a high level plan looking over the mid-term from September 2024 to July 2027.

It sets out the federations vision, values and long-term strategic priorities. The key stakeholders in this plan are: the pupils and their families, the staff, the governors and wider community.

This Plan is complemented by the School Development Plan, the SDP, which is updated each year to cover the current academic year. The SDP is developed by the Executive Head and Senior Leadership Team in conjunction with the governing body and sets out in detail the key operational priorities for that year. The operational priorities are aligned with the longer term strategic priorities

Vision and Values

Gainsborough Nursery School and Wyndham Park Nursery School formally federated on 2nd October 2023 after a 2-year period of working together. They share a strong vision and belief that getting early years education right makes a lifelong difference to the children that attend our schools.

Each school retains its individual identity and works to meet the needs of its community whilst at the same time working together to ensure that the very best practice is shared and the strength of the federation is utilised.

An Executive Headteacher oversees both schools. Each school has a Deputy Headteacher that is responsible for the day to day running of the schools.

In September 2023 the Federation agreed an MOU with Kingsdown Nursery School and in January 2024 with Boston Nursery school to further share an Executive Headteacher and if the MOUs are successful the hope is the relationship will be formalised in the future and the federation will expand.

LMNSF Vision:

To create a safe, nurturing and inclusive learning environments that inspire curiosity, creativity, and a lifelong love of learning for every child.

We strive to empower children to become confident, resilient, and independent learners who are well-prepared for their next stage of education.

We are committed to ensuring our staff are part of a supportive and professional community that fosters their growth and well-being, recognising each individual has different strengths that they bring to the team.

LMNSF Values:

Learn: We believe that learning is a lifelong journey and that every child has the potential to achieve their goals. We are committed to providing a stimulating and challenging learning environment that inspires

curiosity, creativity, and critical thinking. We constantly seek to improve and innovate to ensure that we are providing the best possible learning experiences for our children

Motivate: We believe in developing a sense of motivation and passion for learning in all of our children, staff and families. We want children to be intrinsically motivated to explore, discover and be curious. We want our staff to feel supported and have access to ongoing professional development that enhances their skills and knowledge.

Nurture: We recognise that every child is unique and has their own strengths and challenges. We are dedicated to providing a nurturing and inclusive environment that fosters social and emotional development, self-esteem, and resilience. We value diversity and strive to create an environment that welcomes and embraces differences in culture, background, abilities, and beliefs.

We promote a culture of respect, kindness, and empathy. We believe that all members of our community should be treated with dignity and compassion, and that positive relationships are the foundation for a safe and happy learning environment.

Support: We understand that families play a vital role in their child's learning and development. We are committed to working in partnership with families to support their child's learning journey and to promote a positive home-school relationship.

Families: We value the diverse backgrounds and cultures of the families in our community. We are committed to creating a welcoming and inclusive environment that celebrates and respects differences, and promotes positive relationships between families and staff. We believe that strong partnerships between families, staff, and the wider community are essential to supporting children's learning and well-being. We value open communication, collaboration, and mutual respect in all our relationships.

Strategic Priorities

Strand 1: Ensuring Clarity of Vision, Ethos, and Strategic Direction

Objective: Embed the Federation's values and ethos into all aspects of each school life, ensuring staff engagement and alignment with strategic goals.

Values Integration: Regularly review and communicate the Federation's values to all staff. Host joint training events that reiterate the vision and values of LMNSF.

Performance and Development Reviews: Embed the Federation's values into performance management processes. Ensure that staff development plans reflect these values and are regularly assessed.

Governance Involvement: Governors will participate in joint training days to provide leadership and clarity on strategic direction.

Strand 2: Holding Leaders to Account for Educational Performance

Objective: Ensure curriculum effectiveness and staff well-being through regular assessments, continuous professional development, and feedback from all stake holders.

Curriculum Review: Regularly review each schools curriculum to ensure that it is responsiveness to student needs. Track progress through reports from the Head of Schools to governors, highlighting curriculum delivery, adaptations, and outcomes.

Staff Well-being and Retention: Conduct an annual staff well-being survey to monitor job satisfaction, workload balance, and areas for improvement. Use feedback to inform professional development and retention strategies.

Professional Development Focus: Establish a rolling program of professional development tailored to staff needs and curriculum priorities, ensuring alignment with the Federation's long-term educational objectives.

Strand 3: Finance – Long-term Financial and Premises Planning

Objective: Secure long-term financial health for the Federation and maintain safe, inspiring learning environments across all sites.

Five-Year Financial Plan: Continue to work with LCC to develop and monitor the comprehensive five-year financial plans, focusing on efficient use of resources, staff retention, and excellent early years pedagogy curriculum delivery.

Premises Development: Prioritise and plan for the long-term maintenance and improvement of each school building. Identify and prioritise repairs, upgrades, and sustainability initiatives, ensuring a safe and high-quality environment for learning.

Diversified Funding Streams: Ensure the schools are adapting their offer to meet their community needs and government funded hours available. Seek alternative funding sources through grants, community partnerships, and sponsorship opportunities to support operational costs and capital projects where appropriate.

Continue Regular Financial Monitoring: Governors will receive termly financial reports to monitor budget performance and ensure accountability for spending decisions.

Strand 4: Voice of Stakeholders – Community Engagement and Equality, Diversity, and Inclusion (EDI)

Objective: Strengthen community engagement and ensure the Federation upholds the highest standards of equality, diversity, and inclusion.

Inclusive Policies and Practices: Ensure all schools within the Federation are leaders in EDI by regularly reviewing policies and embedding diversity in the curriculum and staff recruitment processes.

Feedback Loops: Create feedback loops with stakeholders through regular consultations and surveys. Use this feedback to inform strategic decisions and ensure that the Federation's priorities align with the needs of the wider community.

Monitoring and Evaluation

Governors will review the strategic plan annually to assess progress against the stated objectives. Success will be measured through key performance indicators such as:

- Improved educational outcomes and staff retention rates.
- Financial stability and infrastructure improvements.
- Increased community engagement and positive feedback.
- A well-implemented curriculum that responds to the needs of all children.

This plan will ensure that LMNSF continues to provide an outstanding early years education in a well-governed, inclusive, and financially sustainable environment.