

# 1/2: Governor Development Plan – Resources

Area for Development	Rationale	Actions	Measures	Timeframe	Resources needed	Owner	IMPACT (to be added as progress)
Effective use of benchmarking to review the school budget	Change of format of SFVS with increased focus on benchmarking	Complete SFVS dashboard and investigate output of benchmarking	Context for variances is provided and where appropriate actions are agreed	March 2020	Comparison tools Comparable schools School Business Manager, SLT Resources Committee	OB	SFVS dashboard analysed (March 2020). Harrow conducted an Audit. Resulting recommendations implemented (April 2020) <b>STATUS: GREEN</b>
Promote sustainability in school environment	Improve sustainability practice across the school	Identify initiatives to reduce waste	Reduction in volume of paper forms and reports	July 2020	Online resources Other schools LA	Resources	Online appraisal implemented (Oct 2019)
	To reduce environmental footprint	Investigate energy and water efficiencies e.g. solar panels	Present recommendation to Governing Body			Resources	Energy efficiencies considered as part of maintenance (on-going)
	Promote re-use and recycling	Governing Body becoming paperless	Central repository for Governing Body documentation is in place	October 2019	Resources	Governor Hub set up (Oct 2019) <b>OVERALL STATUS: GREEN</b>	
Leadership and well being	Increased focus on mental health, wellbeing and workload	Monitor workload and well being provision	Workload/well being are discussed at Resources meetings and appropriate actions agreed	Twice termly	The Key, NGA SLT Resources Committee Pay Panel	Resources	Discussed on-going. Keep on dev plan to align to increased government focus <b>STATUS: GREEN</b>
		Review staff development against plan as part of appraisals	Staff development plans are used as part of appraisal process	November 2020		Pay Panel	

# 2/2: Governor Development Plan – Resources (continued)

Area for Development	Rationale	Actions	Measures	Timeframe	Resources needed	Owner	IMPACT (to be added as progress)
To generate additional income to supplement the school budget.	Prepare ahead of the catering contract renewal in 2021	Investigate bringing catering in house	Ascertain feasibility and financial viability and present results back to full GB  Define approach to implement for review and approval by full GB	Information submitted and decision taken by September 2020.	Feedback from schools with in-house catering provision.  Resources Committee working with SLT	OB/SM	GB decided in February 2020 not to proceed. <b>STATUS: GREEN</b>
	Premises work schedule contains items that could benefit from external funding	Investigate funding options to meet planned expenditure	Identify grants and funding options to cover cost of planned spend.	As and when	Site Manager School Business Manager SLT Resources Committee	H&S committee	Covid-19 related expenditure to be reviewed against government guidelines <b>STATUS: AMBER (IN PROGRESS)</b>
Three year income and expenditure strategy that is aligned to the school priorities	To control and plan for future expenditure  To better articulate how expenditure decisions support the curriculum  Reflect new focus of Ofsted assessments	Maintain a prioritised work schedule that articulates the rationale for expenditure and explicitly links decisions to curriculum and school priorities	Work schedule is up to date and reviewed at H&S and Resources.  Budget reflects agreed spend forecast	Twice termly  Annually when planning budget	Site Manager School Business Manager SLT H&S group	H&S committee	A prioritised work schedule is updated and used to support investment decisions, rationale is better articulated.  Ofsted preparations have been placed on hold as a result of the pandemic. <b>STATUS: AMBER (IN PROGRESS)</b>