



## Leaders' Charter

### Statement of intent

The Leaders of Churchill Preschool set out in this charter their agreement to promote the best learning teaching and care possible for children.

This agreement sets out the commitments of the leadership team including:

- regularly reviewing the curriculum, and its delivery across all aspects including the characteristics of effective learning;
- towards reviewing safeguarding arrangements and attendance registers in order to reward regular attendance and address safeguarding issues;
- to ensure effective partnership working with parents and carers;
- to create a nurture group to support all children with SEND, additional needs or eligible for EYPP and to ensure the children within this group achieve targets set for them;
- to review cohort data routinely to ensure every child makes progress and no child is left behind;
- to ensure staff training and attainment remains at the highest possible level;
- to ensure children are able to contribute to the setting;
- to ensure robust self-evaluation and quality improvement open and accessible to all, including preparation of a termly quality improvement action plan and self assessment form;
- To review inclusion and planning for equality and diversity, ensuring active promotion of the British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance.

### Aim

- To enable staff to have the opportunity for continued professional development and regular training to enable them to promote and extend children's learning through applied teaching strategies;
- To ensure partnership working with parents, carers and children at Churchill Preschool and co-operative working with other settings where the child attends additional setting/s;

- To ensure that the safeguarding and welfare requirements are met and exceeded in the setting;
- To ensure individual children are considered and all children make progress with none failing to fulfil their potential;
- To ensure there are high expectations of children and that the curriculum is delivered with sufficient depth and breath across all areas;
- To ensure that children who could make developmental gains, have additional needs, qualify for EYPP, or have SEND have specific provision in place to ensure they achieve their developmental and learning goals;
- To ensure continuous reflection and development of the setting and a commitment to continuous improvement.

### **Leader's agreement**

The leaders of Churchill Preschool agree to meet termly to:

- Conduct a full review of the safeguarding and welfare arrangements at Churchill Preschool. This will include policy/procedure review, monitoring of accident, incident physical intervention and safeguarding logs, and review of the general setting risk assessment and regular outing risk assessments and consents.
- Review of staff training during the 3 month period and a check of observation by the leadership team of each staff member and their planning and observations within that time frame. Leaders will also check that there has been regular supervision to ensure that staff may raise concerns and training issues as necessary.
- Conduct a review of the cohort data for Churchill Preschool to ensure children are making progress throughout the year and from their starting points.
- To create a nurture group to support children with additional educational needs to achieve their full potential and ensure every child makes progress with none left behind. This will focus on developing an active learning approach targeted activity for those in need of additional nurture support.
- To ensure children are listened to and their achievements and voices valued within the setting and in relation to their learning.
- To ensure that safeguarding is actively promoted throughout the year through topic based learning to ensure children build awareness of how to stay safe and healthy, and of how to be tolerant of other faiths and cultures;
- To ensure the central setting safeguarding record is maintained and up to date at all times;

- To review the topic based planning, phonics, story telling, mathematics and overall curriculum delivery in order to deliver and develop these and to link this with a review of self evaluation documentation and the current quality improvement action plan (please note that this will be developed with the staff team after attendance of the team at quality improvement cluster training each term);
- To consider and review starting point information, planning, observation and assessment arrangements within the setting;
- Discuss any suggestions from staff, parents or children which relate to improving the quality of the provision;
- To review staff qualifications and training including review of paediatric first aid trained staff, current staff safeguarding training and any identified training needs and whether this is actioned;
- To review practical arrangements for managing risk and safety of staff and children and to discuss any concerns raised by any parent/carer/colleague/child/committee member/associate of Churchill Preschool;
- Consideration of progress within the nurture group including assessment of progress made by EYPP recipients and the impact interventions have had on 'narrowing the gap' between possible outcomes and expected outcomes for the children;
- To monitor and review strategies for managing behaviour and seek to improve behaviour and strategies;
- To review the physical environment and how this is organised and arranged and the impact this has upon the needs and learning outcomes for the children, including within age specific categories;

This charter will be reviewed annually and additional commitments will be added as necessary to ensure compliance with the overall aim: to ensure outstanding leadership and management of the setting, and outstanding teaching, learning and assessment of children. To ensure all children achieve the best possible educational outcomes and to provide for the continued development of the setting and staff.

**Agreement date: 25<sup>th</sup> October 2015**

**Review date: 25<sup>th</sup> October 2016**