# Bushy Leaze Children and Families Centre Strategic Plan 2026 – 2029

## Vision and values

***"Our children are the heart of everything we do, and together we can make a difference."***

Bushy Leaze Children and Families Centre is a maintained nursery school with specialist family services. We strive to deliver the highest quality early years education and support to children and their families. We believe every child deserves the best possible start in life and that every family matters. We place a strong focus on supporting our most vulnerable children and families. Our goal is to help every child and family become resilient, happy, confident, and resourceful. We aim to achieve this by working in partnership with others.

## Roles and responsibilities

The senior leadership team sets the vision, culture, and strategic direction of the centre and leads ongoing improvement. The governing body holds the headteacher accountable for performance, oversees finances to ensure resources are used wisely, and maintains the clarity of vision and ethos.

This long-term strategic plan sets out our vision and plans for the centre over the next three years. Our strategy is clear and aspirational, yet flexible enough to adapt to new opportunities. This ensures we continue to meet the changing needs of our children, families, and community within an evolving early years landscape. These strategic priorities will guide our day-to-day work, help us to track our progress and make decisions about the best use of resources.

## Our strategic priorities

1. Ensure the centre's financial stability so all services remain available to families and children.
2. Work closely with all professionals and stakeholders within Alton and surrounding area, to provide coordinated support for children and families.
3. Build staff knowledge and expertise, retain a strong team, and develop confident middle leaders.
4. Maintain and grow high-quality services to meet the changing needs of children, families, and the local community.

| Ensure the centre's financial stability so all services remain available to families and children. | |
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| **Actions** | **Success Criteria** |
| • **Use available funding effectively**, and apply for all eligible funding streams, grants and other funding opportunities<br>• **Find ways to involve families in fundraising**, such as family days, raffles, cake sales, and other contributions.<br>• **Generate income through sold services,** using the knowledge and expertise of staff or other centre resources<br>• **Use funds to maintain an affordable staffing structure** that ensures high-quality services. | • All eligible income claimed and spending monitored for efficiency using SVFS and financial benchmarking.<br>• The nursery budget is balanced and deficits avoided.<br>• Build and maintain a team of skilled volunteers from our local community.<br>• BLFS Charity has enough funds for services and maintains reserves as in line with the memorandum of understanding. |

| Work closely with all professionals and stakeholders within Alton and surrounding area, to provide coordinated support for children and families. | |
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| **Actions** | **Success Criteria** |
| • **Build and maintain strong partnerships** with other professionals to improve collaboration and service delivery.<br>• **Clearly communicate Bushy Leaze's role** within the wider local support network for a shared understanding and alignment with other local professionals and services.<br>• **Take an active role in Best Start hubs,** sharing our knowledge and expertise to provide appropriate and timely support for local families.<br>• **Meet the SEND reforms** by working in partnership with Services for Young Children and other local providers to ensure positive outcomes for children with additional needs across our local area. | • Partnerships are established and maintained with key professionals, including the delivery of joint services and initiatives.<br>• Bushy Leaze's service offer is clearly shared with all relevant local professionals and services, and families are referred to the centre.<br>• Active engagement in Best Start Hub initiatives, either directly or indirectly, with evidence of timely support provided to families.<br>• Collaborative work with other local providers to share expertise and resources for children with SEND across the local area. |

| Build staff knowledge and expertise, retain a strong team, and develop confident middle leaders. | |
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| **Actions** | **Success Criteria** |
| • **Continue to offer a comprehensive CPD programme,** including training for volunteers, apprenticeships and other accredited programmes.<br>• **Develop a staff retention strategy** focused on wellbeing, with clear career progression pathways, and growth opportunities.<br>• **Ensure all staff receive structured supervision** with the SLT to promote professionalism within the team.<br>• **Establish clear role profiles** and provide mentoring and coaching to develop middle leaders. | • Staff actively engage with the CPD offer and there is evidence of staff achieving additional qualifications that will benefit the centre.<br>• A stable, professional team is maintained and strengthened.<br>• Middle leaders manage teams well, and drive improvements within the centre.<br>• Mentoring, coaching and structured supervision are fully embedded across the centre. |

| Maintain and grow high-quality services to meet the changing needs of children, families, and the local community. | |
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| **Actions** | **Success Criteria** |
| • **Work with health professionals to actively promote the centre's services**, representing the voices of our families and the local community and ensure they are well-informed about available support and opportunities.<br>• **Increase universal 'gateway' groups,** like baby massage, to boost family engagement with the centre and strengthen early relationships.<br>• **Ensure vulnerable two-year-olds in our local area are aware of their nursery entitlement,** by collaborating with other professionals such as health visitors.<br>• **Secure funding to expand available space for service delivery.** | • Attendance at family support groups is maintained or grown.<br>• Intake of FRAS two-year-olds is maintained or grown.<br>• Universal groups are increased in number, well attended and there is evidence of families progressing to other groups, nursery or services within the centre.<br>• Funding is secured and the space available is extended to improve flexibility, joint working with other services and overall service delivery. |