

Terms of Reference - Standards and ethos committee

1. Composition

The standards and ethos committee (the “committee”) is appointed by the Trustees of the Diocese of Gloucester Academies Trust (the “Trust”).

There shall be a minimum of three Trustees appointed to the committee, one of whom will serve as chair.

Quorum for the committee will be two Trustees. The Trustees and chair will be appointed by the Board on an annual basis. The committee may appoint any number of associate members as deemed necessary, but the number of Trustees appointed to the committee must outnumber the number of associate members by a minimum of two. Associate members may be given voting rights and may count towards quorum but the number of Trustees for any vote or the purpose of quorum must always be in the majority. If this condition is not met, the vote will be invalid.

The Deputy Chief Executive Officer (DCEO) will usually attend and report to meetings of the committee. The Chief Operating Officer (COO) will also report to this committee.

2. Frequency of meetings and proceedings

Meetings shall be held in person, online or hybrid, when they are required but at least four times a year; typically, November, January, March and July.

3. Purpose

The role of the committee is to maintain strong oversight of the standards and the Christian ethos within each school and across the Trust as a whole.

4. Responsibilities

The responsibilities of the committee include:

- Monitoring the Christian ethos of the Trust and its impact on schools within the Trust.
- Monitoring the operational implementation of the Trust’s three-to-five year strategic plan in relation to school effectiveness, safeguarding and local governance.
- Monitor any aspects of the Trust Equality Objectives Statement relevant to the responsibilities of this committee.
- Monitoring the SIAMS outcomes and the associated improvement plans of the schools across the Trust.
- Monitoring the Ofsted outcomes and the associated improvement plans of the schools across the Trust.
- Ensuring that the highest possible standards are set, achieved and maintained across the Trust.
- Analysing pupil performance trends within the Trust and comparing these with national trends.

- Identifying areas of concern regarding performance and standards within the Trust, ensuring that appropriate action is being taken.
- Monitoring all aspects of school effectiveness work and leadership standards in each school within the Trust.
- Monitoring the effectiveness and impact of local governance in each school across the Trust.
- Monitoring the standards and progress of all the schools within the Trust, relating to pupils and their learning and reporting this to the Trust Board advising of any concerns or cause for celebration
- Monitoring and advising the Trust Board on the achievement of the Trust's intervention strategies and plans
- Using attainment and achievement data provided by the DCEO within the Trust to evaluate the impact of teaching and learning.
- Ensuring that there are effective procedures in place for the quality assurance of teaching and learning, the curriculum, inclusion and the sharing of good practice across the Trust.
- Monitoring the risks associated to all aspects of teaching and learning, leadership, local governance and safeguarding and ensuring these are appropriately recorded on the risk register.
- Monitoring any recommendations arising from internal scrutiny audits related to the responsibilities of the committee as outlined in these terms of reference.
- Monitoring pupil performance data of specific groups of pupils, e.g. pupils with special educational needs and disabilities, disadvantaged pupils.
- Understanding the targets that have been set within each school and challenging underperformance within the school against these targets.
- Ensuring that the curriculum in each school is balanced, broadly based and effective.
- Ensuring that there are effective procedures in place across all schools within the Trust regarding pupil support, attendance and behaviour management.
- Being well informed on the attendance rates of the schools within the Trust and ensuring that there are procedures in place to fulfil statutory requirements, especially regarding children missing from education.
- Monitoring the level of exclusions across the Trust, ensuring appropriate action has been taken to ensure exclusion is used as a last resort and pupils at risk of exclusion are appropriately supported.
- Monitoring safeguarding procedures across the Trust to ensure best practice.
- Monitoring the implementation of the Trust's staff wellbeing policy.
- Monitor the central staff Single Central Record.

5. Authority

The committee is authorised to gather further information on any activity within its terms of reference or specifically delegated to it by the Trust, and to seek any information it requires from staff, who are requested to co-operate with the committee in the conduct of its enquiries.

The committee has the authority to obtain outside legal or independent professional advice up to the value of £2,500. The advisers may attend meetings as necessary, and the cost of the advisers shall be borne by the Trust.

6. Reporting procedures

Agendas will be agreed in advance by the chair of the committee and papers will be circulated to members and attendees at least five working days in advance of the meeting.

Minutes of meetings will be taken and once approved in draft by the chair of the committee, shall be circulated to the members of the Trust Board with the papers for their next meeting. Draft minutes will also be shared at the Trust Board meeting following the last committee meeting.

7. Policies

The committee will be responsible for reviewing the following policies as per the Trust's policy review schedule (to be included in the committee's annual business plan):

- Relationships, Health and Sex Education Policy
- Spirituality Policy

Additional policies may be attributed to the committee as they arise.

8. Evaluation

The committee shall, at least once a year, review its own performance, constitution and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Trust Board for approval.