



## EDUCATION AND ETHOS COMMITTEE

### Terms of Reference 2025-2026

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The committee's function is to support the Trust Board, CEO and relevant members of the executive team in their responsibilities for the educational performance of the Trust and its pupils in the context of the Trust's strategy.

It will liaise with and consult with other committees of the Trust Board and Local Governing Boards (LGBs) where appropriate, referring to the Governance Framework.

#### **Constitution**

1. The Board of Directors (the **Directors**) of The Diocese of St Albans Multi-Academy Trust (the **Trust Board**) hereby resolves to establish a Committee of the Trust Board to be known as the Education and Ethos Committee.

#### **Appointment and Term of Office**

2. The Committee will be appointed annually by the Trust Board and shall hold office from the date of their appointment until either their resignation, or their omission from membership of the Committee on subsequent consideration by the Trust Board – whichever occurs first. Additional members may be appointed at any time by the Trust Board.

#### **Membership and Quorum**

3. The Committee shall have a minimum of three Trust Board Directors and no maximum. The membership of the committee may include persons who are not Directors, provided that a majority of the Committee are Directors of the Trust Board.

4. The quorum of the Committee is three. Decisions of the committee will be taken by a simple majority vote of those present, with the Chair having a casting vote if required.

5. Only full members of the Committee who have been approved by the Trust Board have the right to vote on any matters. The Committee may invite attendance at meetings from persons who are not members of the Trust Board or Committee members to assist or advise on a particular matter or range of issues. Such persons shall not be entitled to vote.

6. The Trust Board will appoint one of the members of the committee as Chair – this person must not be employed by the Trust.

7. The CEO will appoint a clerk to the committee.

#### **Duties**

8. The Education and Ethos Committee is responsible for:



- overseeing the development of a robust and sustainable Education Strategy that promotes excellence and meets the needs of all members of the Trust family enabling them to flourish;
- further developing the Christian distinctiveness of the Trust and its schools, and how this manifests itself, and impacts on pupils, including collective worship;
- monitoring progress to ensure improved outcomes for individual pupils in all Trust schools;
- promoting a culture that prioritises and supports the safety and well-being of Trust school communities.

The duties of the Committee shall be:

- to ensure the Trust's Christian ethos is considered, developed and upheld in the Trust's widest provision.
- to approve the theologically rooted Christian vision in line with Trust principles and local context (Church Schools)
- to approve the theologically rooted Christian vision for education for each academy
- to ensure that the highest possible standards are set and maintained across the Trust
- to receive and evaluate regular reports from the Executive Team regarding standards and performance of the Trust against key performance indicators (including attendance)
- to identify any areas of concern in respect of standards and performance and to implement an action plan with the Executive Team
- to ensure that effective processes are in place for the quality assurance of teaching and learning, the curriculum, inclusion and the sharing of good practice across the Trust
- to support the Chief Executive Officer in the creation, implementation and monitoring of the Trust's self-evaluation development plan and any post-Ofsted action plan
- to advise the Trust Board with respect to targets for student progress and attainment across the Trust
- to ensure that effective arrangements are in place across the Trust for pupil support and representation and for monitoring pupil attendance and pupil discipline
- to review the imposition of fixed term and permanent exclusions by Headteachers across the Trust to ensure that sanctions are being used appropriately
- to review the overall patterns of behavioural matters and to evaluate the implementation and effectiveness of the behaviour policies across the Trust

9. The committee will review, adopt and monitor all policies delegated by the Trust Board.

## **Review**

10. The Committee and Trust Board will review these Terms of Reference annually at the beginning of each academic year.