

STANDARDS AND ETHOS COMMITTEE

Terms of Reference

Constitution

Grace Schools resolves to establish a Committee of the Trust Board to be known as the Standards & Ethos Committee (S&E).

Membership

The Committee shall be appointed by the Trust Board and shall consist of not less than three non-executive trustees.

Quorum for the Committee shall be three members of the Committee. Where a split vote is reached the matter will be referred to the Trust Board for resolution. Where a meeting is not quorate, it will be reconvened. Other trustees can join any committee (with the exception of the Remuneration Committee) and contribute as a committee member to assist with quoracy.

The Chair of the Committee will be appointed by the Board from among their number. The Committee may propose that additional members with particular skills are co-opted to the Committee with all co-options being approved by the Board. These would become co-opted members.

The Director of Education or substitutes delegated by the Chief Executive Officer (CEO) will be in attendance. The CEO will join the meeting in an advisory capacity, with other members of the Executive or Central Leadership Team joining to present reports as required.

Any trustee who is not a member of the Committee may attend to observe.

Term of Office

Members shall serve for a period of 4 years, renewable for a second term of office. This will also apply to the Chair of the Committee; however, they will be voted in annually.

Meetings

Meetings shall be held at least three times per year on a termly basis. The Chair shall also convene a meeting at other times if considered necessary or upon the reasonable request of any Committee member.

The Chair will set the agenda for the Committee meetings in conjunction with the Clerk and relevant staff.

The Clerk shall be appointed by Trustees and shall attend and service Committee meetings, including circulating the agenda and papers before each meeting, and preparing the minutes.

The Clerk will circulate an agenda for each meeting and papers at least a week before each meeting.

Meetings will be chaired by the Chair of the Committee. In the absence of the Chair, the Committee will elect a temporary replacement from among the members present at the Committee meeting.

In the absence of the Clerk, the Committee will approve a replacement for the meeting.

Attendance at each meeting, matters discussed and recommendations for decisions will be recorded. The written minutes of each meeting will be submitted to the Committee and to the Trust Board.

Duties

The Committee will:

1. Seeks to ensure that the highest possible educational standards are set and maintained across the Trust.
2. Monitor the overview of educational performance (including behaviour standards, attendance, learning and SEND provision) as reported by Executive, Headteachers, and RSB's.
3. Seeks to ensure that effective systems are in place to monitor and evaluate the culture of safeguarding across the Trust.
4. Seeks to ensure that good relationships are developed by academies, HTs, and local Incumbents on RSB's (or their Nominee from the local church) through trustee goodwill visits.
5. Consider in depth any areas of educational performance concern, and, in association with the Director of Education, develop an appropriate response for report to the Trust Board.
6. Review the strategic risks and report to the Board on actions against key risks and movements. The Committee should escalate to the Audit & Risk Assurance Committee if there is a significant change in their risk position.
7. Report to the Board on educational performance and safeguarding culture across the Trust.
8. Seeks to ensure that effective processes are in place for collaboration and the sharing of good practice.
9. Review processes to prepare academies for inspection by both Ofsted and SIAMS.
10. Seeks to ensure that all schools deliver a high-quality education which is supported by Christian distinctiveness and in line with the Church of England's Vision for Education.
11. Seeks to ensure that the Trust has a deeply held ethos of equality, diversity and inclusivity as interpreted by the Diocese of Ely.
12. Regularly review its own performance, constitution, and terms of reference, to seeks to ensure it is operating at maximum effectiveness.
13. Seeks to ensure the Trust maintains a strong Christian ethos as interpreted by the Diocese of Ely.

Authority

The Committee may seek outside legal or professional help and advice and may require an employee of the Trust to co-operate with any reasonable requests for information.

Reporting

The Chair will seek to ensure the minutes of the committee meetings are made accessible to the Board and will be available to the Board to answer questions thereon.

Review

These terms of reference will be subject to review every two years.

Date of last review. **June 2026**