

Church Schools' Committee (CSC)



July 2019



The Stour Academy Trust - Church Schools' Committee ('CSC') Sturry CE Primary School and Adisham CE Primary School

This document outlines the constitution, membership and proceedings of the CSC in accordance with the Stour Academy Trust Articles ('the Articles')

The Stour Academy Trust has a clear vision to transform education. We value children's well-being and their education above all else, and put the needs of our children at the heart of all our decision making.

The Church Schools' Committee is established to support local governance under Article 100 (a) through a CSC and ensures that each school's Christian vision continues to inform its provision, relationships and outcomes. It guarantees that the school's Christian distinctiveness continues to meet the needs of all pupils and to impact positively on the lives of the whole school community. The Church Schools' Committee ensures that close, reciprocal links are maintained with the local Anglican Church, Canterbury Diocese and the wider Christian community. It also looks to enable MAT-wide discussions about the sharing of good practice in RE, Collective Worship and children's spiritual, moral, social and cultural development.

This document describes the responsibilities delegated to the CSC by the Directors of The Stour Academy Trust. No alteration or addition shall be made to the constitution, membership and proceedings, or scheme of delegation of the CSC without written consent of the Diocesan Corporate Member ("DCM") (as defined within the Articles). The establishment, scheme of delegation, constitution and membership of the CSC shall be reviewed at least once in every twelve months by the DCM and the Board of Directors.

The Stour Academy Trust

God's children together on a journey to excellence creating equal opportunities for all.

"For the body is not one member, but many." 1 Corinthians 12:14

Our values

Truth

Respect

Compassion

Friendship

Sturry Church of England Primary School

Our Vision:

As the sponsor school of The Stour Academy Trust, we actively promote collaboration in order to continue the growth and development of God's children, including those beyond our border. We are driven by our commitment to the well-being and education of all, enabling us to flourish and become life-long learners.

Our Christian Values of friendship, compassion, truth and respect are embedded throughout each school day.

Matthew 14:13-21

Jesus Feeds the Five Thousand

¹³ When Jesus heard what had happened, he withdrew by boat privately to a solitary place. Hearing of this, the crowds followed him on foot from the towns. ¹⁴ When Jesus landed and saw a large crowd, he had compassion on them and healed their sick.

¹⁵ As evening approached, the disciples came to him and said, "This is a remote place, and it's already getting late. Send the crowds away, so they can go to the villages and buy themselves some food."

¹⁶ Jesus replied, "They do not need to go away. You give them something to eat."

¹⁷ "We have here only five loaves of bread and two fish," they answered.

¹⁸ "Bring them here to me," he said. ¹⁹ And he directed the people to sit down on the grass. Taking the five loaves and the two fish and looking up to heaven, he gave thanks and broke the loaves. Then he gave them to the disciples, and the disciples gave them to the people. ²⁰ They all ate and were satisfied, and the disciples picked up twelve basketfuls of broken pieces that were left over. ²¹ The number of those who ate was about five thousand men, besides women and children.

As the sponsor school of The Stour Academy Trust, we have used our resources, expertise and skills to not only benefit the children of Sturry, but children across the Trust. We believe that all children should be given the opportunity to flourish.

Adisham Church of England Primary School

Our Vision

At Adisham CEP we are driven by our deep rooted Christian commitment to the children's well-being and education. We want to develop a safe and exciting environment where all God's children flourish through opportunities and collaboration in a nurturing environment to become lifelong learners.

A reflection of the school through a Parable

The Parable of the Mustard Seed: "The Kingdom of Heaven is like a grain of mustard seed, which a man took, and sowed in his field; which indeed is smaller than all seeds. But when it is grown, it is greater than the herbs, and becomes a tree, so that the birds of the air come and lodge in its branches."

Since collaborating with The Stour Academy Trust, our small school has grown, thrived and prospered. Having received guidance and support from the sponsor school, Sturry C. E. Primary school we can now share our strengths, knowledge and skills to support others within and beyond our own Trust.

Wider Aims:

1. To educate pupils intellectually, socially, morally, aesthetically, physically and spiritually within a community based on Christian principles; to encourage the search for truth, meaning and purpose in life.
2. To promote Christian values within both schools and encourage, in pupils, a sense of decency, self-reliance, responsibility, respect for others, a healthy self-esteem and a willingness to fulfil their potential.
3. To show Christian care, understanding and mutual respect for individuals within the whole school and wider community.
4. To stimulate in every child a sense of curiosity and excitement about the world, a concern for the environment and an appreciation and understanding of differing cultures and religions.
5. To give each member of each school a sense of belonging, of worth and involvement both within each school and the wider community.

The role of the CSC is to monitor, evaluate and further develop the effectiveness of Sturry CE Primary School and Adisham CE Primary School, part of The Stour Academy Trust, according to the SIAMS framework April 2018, in accordance with the 2019 minority Church Articles of Association.

The SIAMS Framework 2018 explores the following question through seven strands:

How effective is the school's distinctive Christian vision, established and promoted by leadership at all levels, in enabling pupils and adults to flourish?

The key questions for each strand will inform the agendas of meetings and actions taken.

Strand 1: Vision and Leadership

How well has the school developed and implemented an inclusive and distinctive Christian vision and monitored its impact to ensure the school's original foundation is maintained?

How well does the school live out that Christian vision in relationships and partnerships with key stakeholders?

Strand 2: Wisdom, Knowledge and Skills

How well do the school's staff and leaders apply their Christian vision to ensure curriculum and extra-curricular opportunities meet the academic and spiritual needs of learners.

Strand 3: Character Development: Hope, Aspiration and Courageous Advocacy

How well does the school's Christian vision support the character and moral development of all pupils, giving them aspiration for themselves and hope for the communities of which they are a part?

How well does the school's Christian vision inspire the whole school community to engage in social action and to be courageous advocates for change in their local, national and global communities?

Strand 4: Community and Living Well Together

How well does the school's Christian vision promote social and cultural development through the practice of forgiveness and reconciliation that encourages good mental health and enables all to flourish and live well together?

Strand 5: Dignity and Respect

How well does the school's Christian vision create an environment that embraces difference where all pupils, whatever their background or ability, can flourish because all are treated with dignity and respect?

Strand 6: The impact of collective worship

In what ways is collective worship an expression of the school's Christian vision?

Strand 7: The effectiveness of religious education

How effective is the school in ensuring that pupils flourish through the provision of high quality religious education? How does religious education express the school's Christian vision?

Church Schools' Committee Membership

In accordance with Article 101B (a) of the Articles, the Directors shall ensure that the CSC is constituted with up to 25% of its members appointed by the Directors with the consent of the DCM.

All Members of CSC must sign an undertaking to the DCM to uphold the designated religious character of both Sturry CEP and Adisham CEP.

There is no set number for the committee, although there should be no fewer than 9 members, with a quorum of 5.

The CSC shall have the following members:

- a) No fewer than 2 members appointed by the Directors with the consent of the DCM, including
 - Two ex-officio positions, being the Principal Officiating Minister of each parish in which each church school is situated (or an Archdeacon's nominee)

- b) No fewer than 7 members appointed by the Directors, including
 - The Chief Executive Officer (or Deputy)
 - The Headteacher of each church school
 - Two Local Parent or Guardian representatives of a pupil at the school (one from each church school)

The Diocesan representative on the Board of Directors is invited to be in attendance.

Chair

The Chair shall be appointed by the Directors on an annual basis.

Frequency of meetings

To be determined by the CSC, but at least termly

Aims of the Church Schools' Committee:

- To ensure that each school's distinctive Christian vision continues to inform its provision, relationships and outcomes and that this is understood and supported by the Board of Directors
- To ensure that close, reciprocal links are maintained with the local Church and the wider Christian community of each school.
- To enable good communication of information about church related activities relevant to school (website, Facebook, twitter) and encourage regular feedback from parents through Parent Forums, questionnaires, etc.
- To enable MAT-wide discussions and the sharing of good practice in RE, Collective Worship and children's spiritual, moral, social and cultural development.
- To provide information on the development of Sturry CE Primary and Adisham CE Primary Schools distinctive Christian ethos for The Stour Academy Trust's

Development Plan and where relevant (such as making links with local churches) contribute to MAT-wide development points.

- To carry out monitoring and evaluation to ensure that the CSC is having a positive impact on the Christian distinctiveness of both schools and to report termly to the Trust Board of Directors.
- To facilitate good pastoral care for pupils and staff.

Scheme of Delegation:

General

1. Recognising its historic foundation, preserve and develop the Christian character and distinctiveness of both Sturry CE Primary School and Adisham CE Primary School in accordance with the principles of the Church of England and in partnership with the church at parish and diocesan level and the Board of Directors of The Stour Academy Trust.
2. Ensure that the academy is conducted in accordance with the principles, practices and tenets of the Church of England generally and in relation to religious education and daily acts of worship, having regard to any advice and directives by the Canterbury Board of Education.
3. Ensure the school's Christian vision creates an environment that embraces difference where all pupils, whatever their background or ability, can flourish because all are treated with dignity and respect.
4. To ensure that Christian principles including our values and are embedded in the policies and the day to day life of the school.
5. Report annually to parents of each school on the impact of the school's Christian distinctiveness on meeting the needs of all children.
6. To consider curricular issues; how well the Christian character contributes to academic achievement and personal development of all learners.
7. Encourage the leadership of each school to share good practice in the way teaching and learning in RE contributes to effective social, moral, spiritual and cultural development across the MAT
8. To examine whether the financial resources allocated for the purposes of the schools' distinctiveness are achieving best value and impacting on academic and spiritual development.
9. Ensure systems are in place in line with the Trust's strategy for effective communication with all stakeholders.
10. Attend the Academy for interview by Ofsted /SIAMs inspectors, if requested.
11. Ensure a Diocesan representative assists and advises on the appointment of the Headteacher in both Church schools within the Trust. (1).

Collective worship

12. To review and develop Collective Worship and its impact on pupils and how well Collective Worship enables participants to develop an understanding of Jesus Christ and of God as Father, Son and Holy Spirit.
13. To ensure Collective Worship inspires and enhances the spiritual development of pupils and staff, of all faiths or of none.
14. To consider how well, Collective Worship reflects the distinctive values of the school as a Christian community.

15. Ensure arrangements are in place to regularly attend School acts of Collective Worship for monitoring purposes where possible.

Religious Education

16. To review and develop Religious Education and its impact on pupil outcomes and attitudes.
17. To ensure the principles of the Church of England Statement of Entitlement are established and adhered to (e.g. Pupils should be given the opportunity to think theologically and reflect critically on the truth claims of Christianity).
18. Ensure RE links with schools' values and ethos wherever possible.
19. To consider the effectiveness of the curriculum in RE and especially the teaching of Christianity also the effectiveness of leadership and management of RE.
20. Receive updates relating to the impact of educational visits such as those to places of worship and how this is supported children's understanding.
21. To ensure that the importance of Religious Education is demonstrated in the school.

Statutory Inspection of Anglican and Methodist Schools (SIAMS)

NB/ Numbers relate to the Strands on pages 4-5:

22. To develop and monitor the schools action plans for SIAMS.
23. To be familiar with the inspection framework and its impact on the committee's work.
24. To ensure the school, through its distinctive Christian character, meets the needs of all learners.
25. To monitor how well the school has developed and implemented an inclusive and distinctive Christian vision, ensuring the school's original foundation is maintained.
26. Monitor how well the school lives out its Christian vision in relationships and partnerships with key stakeholders.
27. Ensure effective processes are in place for monitoring the quality of assurance of teaching and learning of RE and inclusion, ensuring pupils flourish through the provision of high quality religious education reflecting the Church of England Statement of Entitlement, and the sharing of good practice across the academy (1, 2, 5)
28. Monitoring and reviewing the Academy SIAMs Self Evaluation Documentation throughout the year (1)
29. Preparing termly summary reports to the Board with the Headteacher outlining the results of monitoring of the distinctiveness and effectiveness of the school's Christian vision.
30. Set own agendas for meetings, and ensure accurate minutes are taken. Maintain a register of member's pecuniary interests. Ensure proper and effective management of conflicts of interest. Respect the confidential nature of matters which might be discussed
31. Ensure effective arrangements are in place for student support (4,5)
32. Review the curriculum direction as determined by the CEO and Headteacher within the Academy trust guidelines (2)
33. Tailor the Academy's Trust policies, which are key to the SIAMS inspection to the Church Academy and monitor its implementation and effectiveness. This includes Admissions, Behaviour, Anti Bullying, Inclusion, RE, Collective Worship (1,2,4,5,6,7)

34. Represent the Academy within the community (3)

The role of Canterbury Diocesan Board of Education:

- Ensure that the appointment process is robust in ensuring members have the appropriate skills and knowledge to carry out their role.
- Through its influence at Member and Director level, ensure that Sturry CE Primary and Adisham CE Primary schools continue to play a central role in the life of their Parish.
- Support the committee to evaluate their impact annually and work in partnership with The Stour Academy Trust Board to develop any identified areas for improvement.
- Provide regular training for the committee as appropriate in accordance with CDBE core service agreement.