Church Schools Committee – Terms of Reference

September 2024

The Stour Academy Trust

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Church Schools' Committee ('CSC')

Sturry CE Primary School and Adisham CE Primary School – Terms of Reference

September 2024

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.

Sturry Church of England Primary School

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**

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

Every member of the Adisham CE Primary community is nurtured and enabled to flourish emotionally, spiritually and academically through our enriching curriculum. We are committed to ensuring our children are treated with the compassion and respect they deserve. As children of God, each child is as individual as a mustard seed, and they are encouraged grow to their full potential and to live life in all its fullness.

A reflection of the school through a Parable

The parable of the mustard seed

“From little seeds great and wonderful things grow and flourish.”

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.

Purpose of the Committee

The Church Schools' Committee is established to ensure that the everyday work of each Church of England school is driven by a contextually appropriate theologically rooted Christian vision for education that reflects its foundation as a Church school, meeting the needs of the school community, and enabling people to flourish.

https://cofefoundation.contentfiles.net/media/assets/file/Our_Hope_for_a_Flourishing_Schools_System.pdf

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.

Committee Remit

1. Recognising its historic foundation, preserve and develop the Christian character and distinctiveness of each Church of England School, in accordance with the principles of the Church of England and in partnership with the church at parish and diocesan level and the Trust Board of Directors.
2. Ensure that each Church of England school is conducted in accordance with the principles, practices and tenets of the Church of England generally in relation to religious education (RE) and daily acts of worship, have due regard to any advice and directives by the Canterbury Diocesan Board of Education (CDBE).
3. To ensure that statutory duties are met for RE and collective worship (CW).

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 School Improvement Partner)
   - 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.

Committee Aims

- 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.
- 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.
- To show Christian care, understanding and mutual respect for individuals within the whole school and wider community.
- 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.
- To give each member of each school a sense of belonging, of worth and involvement both within each school and the wider community.
- 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) 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

Committee Roles

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 September 2023, in accordance with the 2019 minority Church Articles of Association.

The 2023 SIAMS Framework does not present schools with lists of criteria to meet. Instead, it asks a number of Inspection Questions about impact, and it allows leaders to explain the school's context and the reasons for decisions and actions. In all things, the contextually-appropriate theologically rooted Christian vision is the driving force.

Three key questions are posed:

1. Who are we as a school?
2. What are we doing here?
3. How, then, shall we live and learn together?

These judgements combine to enable an evaluation of how schools, through their theologically rooted Christian vision, are living up to their foundation as Church schools, enabling people to flourish.

The SIAMS Framework 2023 explores the Inspection Questions (IQ) following question through the following strands:

IQ1: How does the school's theologically rooted Christian vision enable pupils and adults to flourish?

IQ2 How does the curriculum reflect the school's theologically rooted Christian vision?

IQ3 How is collective worship enabling pupils and adults to flourish spiritually?

IQ4 How does the school's theologically rooted Christian vision create a culture in which pupils and adults are treated well?

IQ5 How does the school's theologically rooted Christian vision create an active culture of justice and responsibility?

IQ6 Is the religious education curriculum effective (with reference to the expectations set out in the Church of England's Statement of Entitlement for Religious Education)?

https://www.churchofengland.org/sites/default/files/2022-11/siams-framework-september-2023.pdf

This will be done by:

- Meeting 5 times per academic year. In school peer review.
- Robust questioning, challenge and constructive feedback of school leaders by Directors and fellow school leaders / Trust staff
- Regular in school monitoring. (Use the SIAMS framework (2023) inspection questions (IQ) as a guide)
- Monitor and review documents: self-evaluation, SIAMS /RE /CW action plans and school improvement plans.
    - Do they reflect the theologically rooted Christian vision and Christian foundation of the school?
    - Are all strategic decisions and actions meeting the needs of all?
- Reporting back regularly to the Board of Directors and Local Governing bodies.
- What is the impact of the theologically rooted Christian vision on the flourishing of all?
- What are the strengths of the school. 'Is it an effective Church of England school?' How do you know?
- How have previous next steps been addressed? What was the impact?
- What are the next steps? Have these been clearly identified and form part of the school's action plan?

Operational Functions

- A Chair will be elected at the first Directors board meeting of the academic year.
- Meetings shall be at least termly and held on rotation in the Church of England schools with the Trust/online (alternate terms).
- The clerk or his or her nominee, in consultation with the Chair, will prepare an agenda ,ensure that the Committee receives information and papers seven days before the date of the meeting and take minutes for each meeting.

- Minutes of the meeting will be made public excluding any confidential items.
- The Chair will take any questions re: the minutes and meeting held in the following Trust Board of Directors meeting.

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 spritual 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 how collective worship is enabling pupils and adults to flourish spiritually
13. To consider how the theologically rooted Christian vision and the Anglican/Methodist foundation of the school shape worship and spirituality in the school?
14. To review how partnerships with the DBE and/or MAST, and partnerships with parish/local church/es enhance this
15. To evaluate in what ways the worship life of the school is inclusive, invitational, and inspirational?
16. To evaluate in the context of the school as a Church school, what do pupils and adults understand to be the meaning of spirituality?
17. To discuss how this enhances and enriches collective worship and individuals' spiritual development
18. To consider how the Trust contributes to and enhances the school's worship and spiritual life

Religious Education

To consider and evaluate:

19. Is the religious education curriculum effective (with reference to the expectations set out in the Church of England's Statement of Entitlement for Religious Education)?
20. How do school and trust leaders ensure that the provision, profile, and priority of religious education in all key stages reflect its place on the curriculum of a Church school?
21. How do school and trust leaders ensure that the religious education curriculum is challenging, accurate, well sequenced, well-balanced, relevant, and diverse?
22. How do school and trust leaders ensure that religious education is well- resourced, and that continuing professional development for staff has an impact on the effectiveness of the curriculum?

Statutory Inspection of Anglican and Methodist Schools (SIAMS)

23. To develop and monitor the schools action plans and self-evaluation for SIAMS.
24. To be familiar with the inspection framework and its impact on the governor's work.
25. To ensure the school, through its distinctive Christian character, meets the needs of all learners.
26. To monitor how well the school has developed and implemented an inclusive and distinctive Christian vision, ensuring the school's original foundation is maintained.
27. Monitor how well the school lives out its Christian vision in relationships and partnerships with key stakeholders.
28. 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)
29. Monitoring and reviewing the Academy SIAMs Self Evaluation Documentation throughout the year (1)
30. Preparing termly summary reports to the Board with the Headteacher outlining the results of monitoring of the distinctiveness and effectiveness of t school's Christian vision.
31. 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
32. Ensure effective arrangements are in place for student support (4,5)
33. Review the curriculum direction as determined by the CEO and Headteacher within the Academy trust guidelines (2)
34. 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)
35. 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.