



Weaverthorpe C.E. Primary School

Ethos Working Group **Terms of Reference**

**Adopted by: Full Governing Board
Summer1 2021**

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Terms of Reference

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Purpose of the group

The Group will work to ensure that leaders continue to **preserve and develop** the school's Christian character and distinctiveness, in accordance with the principles of the Church of England and in partnership with the Church at parish and diocesan level. This will ensure that the school meets and exceeds the expectations of the Church of England National Board for Education and the Methodist Church and meet their statutory duty under Section 48 of the Education Act 2005. These terms will ensure that this aspect of school performance is closely monitored and developed over time. This group will feedback to the IEB.

Responsibilities

The main function of the group is to support, advise and challenge the Headteacher on matters relating to the distinctiveness and effectiveness of Weaverthorpe as a church school and the impact which this has on pupils and whole school community, and in particular to :

Monitor and evaluate progress of the school against the success criteria of the SIAMS schedule. A holistic focus upon the inspection question

"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 SIAMS schedule will provide structure for the group to consider the following:

- How does the leadership team ensure that the distinctive Christian character of Weaverthorpe is secured, preserved and developed and that the school is run in accordance with the trust deed?
- How is the Christian foundation of the school upheld through its Christian vision and values?

- In what way is the Christian character of the school and its distinctively Christian vision monitored and evaluated in terms of its impact on staff, parents and the wider community?
- How does the leadership team ensure that Christian distinctiveness is woven into all aspects of school life and learning?
- What is the impact of the Christian vision and associated Christian values within the curriculum and the wider of life of school, particularly pupils' spiritual, moral, social and cultural development.
- What is the relationship between the school and the Church and York Diocese?

In addition the group shall:

- Make recommendations to the IEB on relevant policies matters to ensure they reflect its Christian vision and the Christian foundation of the school.
- Prepare for the Statutory Inspection of Anglican Schools, including monitoring progress against areas of development identified in SIAMS inspections and feedback to the IEB.
- Review, monitor and evaluate the impact of school improvement plans; ensuring the strengthening of the Christian character and distinctiveness of the school (using SIAMS schedule).
- Evaluate, promote and encourage high quality collective worship which enhances the spiritual wellbeing of the whole school community (children, staff, governors and parents).
- Ensure collective worship is delivered in accordance with provision of the trust deed relating to the schools in accordance with the tenets and practices of the Church of England.
- Ensure that RE is treated as a core subject and maintains a high profile, and is meeting the requirements outlined in the RE Statement of Entitlement (June 2016 et seq.).

Reporting

The group shall monitor, evaluate the following and submit a briefing report to the IEB after each meeting confirming (and expanding where applicable) that:

- The school's leaders have established and sustained a Christian vision for the school that has sufficient regard to the school's original foundation.
- The school's leaders are actively promoting behaviour and relationships based on dignity and equality.

- The school's leaders have established systems to ensure effective Church school governance including a system that monitors the distinctiveness and effectiveness of the school's Christian vision.
- The school's leaders have taken sufficient notice of the advice provided by the local diocese in line with national guidance, including in particular Religious Education in Church of England Schools: A Statement of Entitlement and Valuing All God's Children.
- The school's leaders have ensured that collective worship reflects the school's distinctive foundation or funding agreement.
- The school's leaders have ensured that the provision of religious education in the school reflects the school's foundation or funding agreement.
- The overall quality of education and its outcomes meets the needs of pupils and has particular regard for the needs of vulnerable pupils including those with learning difficulties or evidence supports that this is improving in any consistent way.
- The school understands itself as a partner with the local church and diocese.
- The school has addressed the recommendations from the previous SIAMS inspection report.
- Any other issue considered pertinent by the group or advised by the IEB.

Membership

- The core group shall consist of the Headteacher, delegated IEB members and other leaders and school staff as appropriate. Other members such as parents and pupils may be invited to attend in line with meeting agendas.

Meetings

- The meetings will be noted and these will be presented to the IEB.
- The group will meet at least once a term, and otherwise as required.