

GREAT HEIGHTS ACADEMY TRUST
TERMS OF REFERENCE Autumn 2023

- Title:** Standards Committee
- Membership:** The membership shall include the MAT CEO, Trust Chair and/or Vice Chair, plus at least one other Trustee.
Standards Committee Trustees shall agree the Chair of the Committee, but this will not be the MAT CEO.
- Quorum:** The quorum shall be 3 Trustees.
- Meetings:** The committee shall meet as required by the MAT Board, to enable it to report appropriately on Trust standards.
- Responsibilities:** Other than where specified, this is a non-delegated committee to provide information to the Trust Board concerning standards issues to ensure appropriate planning, monitoring and compliance with the latest versions of DfE's Governance Handbook, ESFA's Academy Trust Handbook, Ofsted's School inspection handbook and Trust Quality Descriptions.
- Terms of Reference:** This document is an annex to the Terms of Reference for the Trust Board.

Purpose

Standards Committee is a key part of the Operating Model, as set out in the Trust's Business Plan, to:

- assist decision-making by the Board on matters relating to performance of Academies within The Trust;
- ensure that progress made by pupils across the Multi-Academy Trust is monitored and challenged;
- challenge any variability of outcomes between Academies;
- monitor and review progress against targets in the Trust's strategic plans;
- receive reports on the organisational effectiveness of the Trust and its Academies;
- ensure that any decisions and recommendations are informed by DfE's Trust Quality Descriptions;
- take responsibility for maintaining, updating and implementing a Pay Policy
- refer major issues to the Trust Board for ratification.

Duties and responsibilities:

To monitor, evaluate and advise the Trust Board on the following:

- 1 *High Quality and Inclusive Education related to the culture around:*
Curriculum; Student Outcomes; Fair Access; Inclusive Pastoral Support; Enrichment; Behaviour and Attendance; Destinations and Collaboration
- 2 *School Improvement related to the culture around:*
School Improvement; Transformation and System-led Improvement
- 3 *Workforce related to the culture around:*
Workload; Recruitment & Retention; Working Environment; Developing new and early careers teachers; Continuing Professional Development; Collaboration; Line Management and Career Progression; Performance Management; Equality, Diversity and Inclusion; Safeguarding and Wellbeing arrangements
- 4 *Governance and Leadership related to the culture around:*
Governance of the Trust; Strategy; Executive Leadership; Accountability; Non-executive leadership and Engagement

In addition, the Committee is delegated **Pay Committee** responsibilities, as determined by the Pay Policy and HR Scheme of Delegation; to be undertaken by at least two Trustees - with external advice, as required.

Approved by the Trust Board, September 2023. Signed by Trust Chair: