



Education Learning Trust Multi Academy Trust

Terms of Reference Standards and Performance Committee

2025/26

Date updated	Autumn 2025
Next review	Autumn 2026

Revision History

Date	Document Version	Document Revision History	Document Author / Reviser	Document Approver
03/02/2025	1.0	New Trust Document	Vanessa McManus and Helen White	Trust Board
06/10/2025	1.1	Addition of workforce monitoring which was previously part of the People, Pay and Performance Committee.	Tracey Payton	Trust Board 15/10/2025

The committee will monitor, evaluate and report on:

Conception of Quality

- the Trust's shared view of quality in relation to education and what excellent education looks like in practice
- whether this has been widely communicated with all stakeholders
- the extent to which it drives decision making at all levels
- how it will improve the schools in the Trust to deliver excellent education
- the design and implementation of the curriculum and how the principle apply to all schools
- the extent to which pupils take part in enrichment to support wider development
- how well the Trust achieves good outcomes for all its pupils
- the extent to which schools are places where pupils attend regularly and are provided with the right conditions to actively participate and progress
- whether all pupils leave well prepared for their next stage

Inclusion

- the culture in its schools that is ambitious for all including disadvantaged pupils and pupils with SEND
- fair admissions and access policies
- effective teaching of disadvantaged pupils and SEND from their local areas
- how schools support pupils and address issues so they can stay/return to mainstream school where possible
- other curriculum issues such as spiritual, moral, social and cultural learning
- issues related to pupil discipline such as levels of exclusions across the Trust
- current and emerging patterns, trends and risks relating to attendance and behaviour for all schools in the Trust

Culture of Improvement

- the culture of continuous improvement through self-evaluation, challenge, support and appropriate action
- the culture of external challenge

- the clearly defined and effective strategy to improve the performance of schools
- the extent to which previously under-performing schools are sustainably improved
- shared learning for best practice
- pupil achievement and standards throughout the trust, including specific groups: those with special educational needs and disability (SEND), disadvantaged, looked after children and pupils with English as an additional language
- teaching capacity throughout the trust including the impact of continuing professional development on pupil achievement and standards

Knowledge Building

- the critical value of high quality teaching and championing the profession
- the positive contribution of delivering high quality training and/or placements for trainee teachers
- how staff are able to build their expertise through evidence based professional development and mentoring
- collaboration across schools and other trusts to develop and share expertise

Working Culture

- the working culture for all staff which promotes collaboration, empowerment, aspiration and support
- the Trust structures and processes which create opportunities for staff
- the retention of strong staff
- the line management in relation to high performance and career progression opportunities
- inclusive working environments including flexible working, equality and diversity
- effective succession planning with a pipeline of future Trustees and Committee Members
- Board Induction, training and review

Workload and Wellbeing

- the fostering of a supportive working environment, managing workload, prioritising wellbeing and taking action to support all staff
- effective behaviour and attendance policies to create a safe environment for staff to work and learn
- staff work-life balance, working conditions and wellbeing, including monitoring staff absence rates

Expert Ethical Leadership

- the expertise of the Executive Team to provide effective strategic leadership that enacts the Trust's vision, mission and purpose
- the expertise of the Executive Team to ensure school improvement
- the expertise of the Executive Team to ensure financial stability and improvement
- the expertise of the Executive Team to create a high-performing working culture
- the expertise of the Executive Team to support the Trustees to meet their duties

- the expertise of the Executive Team to contribute to the wider system and ensure growth

Review, adopt and monitor all related policies delegated by the Trust Board.

Membership: Chair or Vice-Chair and two Trustees, CEO, Executive Lead for Curriculum and Secondary School Improvement Executive, Executive Lead for Strategic Growth and Partnerships, and Executive Lead for People and Culture

Quorum: Minimum of three

Frequency: Autumn Term 2 and Spring Term 2