

Harbertonford C of E Primary

School Ethos Group

Terms of Reference



Harbertonford Church of England Primary School puts pupils at the core of all that we do.

Pupils are encouraged to become responsible, independent learners who feel safe to take risks and trust that making mistakes is part of how we grow.

Our small school provides big opportunities to broaden horizons and prepare pupils for the fullness of life through aspiration and our core Christian values. We learn to flourish together through mutual respect, compassion and forgiveness.

The group supports the vision and values of Harbertonford C of E Primary School, helping to maintain its Christian ethos and identify ways in which we can further develop in sympathy with our Christian character.

SEG (School Ethos Group) aims to:

Learn from, Support and Challenge the school to enable all

to flourish in accordance with our Vision Statement.

Learn from, Support and Challenge the school to nurture the spiritual dimension of children and staff through all aspects of the curriculum and daily collective worship.

Learn from, Support and Challenge the school when reviewing RE and collective worship policies, practice and outcomes, to ensure these are of high quality and make a major contribution to the school's Christian vision.

Support the work of the school and be informed about current provision, performance and school improvement plans through Academy Head reports.

Act as a local voice and represent the parent body and local community. We will offer a forum for debate and discussion on matters relevant to the future development of the school. In doing so we will strengthen the engagement with the parent and local community.

SEG will lobby the full governing body, as required.

Membership:

Role	Current Person	Appointment and length of appointment
Academy Head	Anne Burns	When in post
Foundation Governor appointed to the Local Governing Board or Church representative		When in post
Representative Governor from the Totnes Local Board	Cat Radford	When in post
Staff representative responsible for RE/Collective Worship	Jade Sims	When in post
At least 1 Parent/carer representative*, with the aim of 1 Class Parent/carer representative from each class.	Kieley Robinson Helen Camp	Elected by other parents in the relevant class for a term of 1 year.
Chair of PTFA	Ann Potter (treasurer)	When in post
Church representatives	Rev David Sayle Frances Harvey	Appointed by the Head / Executive Headteacher for a

		term of 1 year
Community representative	Judy Findlay	Appointed by the Head / Executive Headteacher for a term of 1 year

*The Class Parent/carer Representative must have a child in the school.

*There is no limit on the number of terms a member of the SEG may be re-appointed, re-elected or co-opted for.

As appropriate, the Group may invite Associate Members to join meetings where the agenda is relevant to their interests eg subject coordinators. The group will also consider pupil voice through the School Council/Pupil Ethos Group.

Meetings:

Our School Ethos Group meets half-termly.

- Meetings will not be open to the public but a summary will be available in the weekly newsletter and on the Website.
- The Group Chair should be appointed at the beginning of each school year.
- In the absence of the Chair, the Group shall choose an acting Chair for that meeting from among their number.
- Minutes of the meeting will be taken and draft minutes of each meeting will be circulated with the agenda for the next meeting.

The SEG will have a key communication role to perform in ensuring that information is shared to the governing body, parent community, the church, the local community and other interested parties and vice versa.

The governor/chair will provide a report of the meeting and any recommendations to the Local/Full Governing Body.

SEG school visits

Personal observations made on school visits are a major source of information and the school welcomes members of the SEG into school for this purpose. Guidelines on and checklists for such visits should be followed.

SEG Monitoring Focus Across the Year:

A system of monitoring takes place across each academic year. This is in line with SIAMS expectations. SEG members are encouraged to learn from school, support and question developments in our Christian character, RE and collective worship. The following schedule shows the proposed focus for each ½ termly meeting.

AUTUMN TERM 1	AUTUMN TERM 2	SPRING TERM 1	SPRING TERM 2	SUMMER TERM 1	SUMMER TERM 2
How does the school's theologically rooted Christian vision enable pupils and adults to flourish?	How is collective worship enabling pupils and adults to flourish spiritually?	How does the school's theologically rooted Christian vision create a culture in which pupils and adults are treated well?	Is the religious education curriculum effective? (VA only) What is the quality of religious education?	How does the curriculum reflect the school's theologically rooted Christian vision?	How does the school's theologically rooted Christian vision create an active culture of justice and responsibility?
What is our school's provision in this area?				How does it make a difference?	

Reviews

The terms of reference and membership of SEG will be reviewed annually each year at its first meeting. Any recommendations from the governing body will be implemented.

Anne Burns

16/1/23