



**Astrea Academy Trust**  
INSPIRING BEYOND MEASURE

**Terms of Reference**  
**Education, Inclusion and Safeguarding**  
**Committee**  
**2019/20**

Date	September 2019
Written by	Head of Governance and Legal
Adopted by Trustees	July 2019
Review Date	July 2020, then annually upon publication of the Academies Financial Handbook

## Remit and Responsibilities of the Education, Inclusion and Safeguarding Committee

### **Membership and Meetings**

1. A minimum of three Trustees will constitute the Committee. Per Article 101 of the Trust's Articles of Association, additional members of the committee who are not Trustees may be appointed, but a majority of members must be Trustees.
2. No employee of the Trust shall be a member of the committee.
3. The Chair of the committee, being someone other than the Chair of Trustees, will be elected annually from among the membership of the committee.

### **Responsibilities**

#### **Higher Authority**

4. The Committee is authorised by the Board to:
  - i. carry on any activity authorised by these Terms of Reference, the Scheme of Delegation and the Policy Framework; and
  - ii. seek any appropriate information that it properly requires to carry out its role from any senior employee of the Trust and all senior employees shall be directed to co-operate with any request made.
5. The Committee will function as a higher authority forum where the Executive can refer Education, Inclusion and Safeguarding matters beyond its remit for consideration and which, subject to the Committee's evaluation, can be rejected, amended or approved for recommendation to the Board for final approval.
6. Where it is agreed that a matter does not have extensive financial, strategic, legal or reputational implications for the Trust as a whole, the amendments or approval of the committee may be taken as final.

As an illustration, this might include:

- Approaches to collaboration between Astrea and other MATs, for example through the Northern Alliance
- Considering the establishment of strategic partnerships with other educational organisations
- Review and consideration of the 3-year Education and Inclusion Delivery Plans

#### **Compliance**

7. The Committee will act on behalf of the Board to ensure that the Executive and the Trust is compliant in all aspects pertaining to Education, Inclusion and Safeguarding within Astrea, including related policies and procedures. In particular, the committee will consider and approve the delegation of education, inclusion and safeguarding policies and will review, approve, amend or reject policies in accordance with the policy framework.

As an illustration, this might include:

- To ensure that effective processes are in place for the quality assurance of teaching and learning, the curriculum, inclusion and the sharing of good practice across the Academy Trust.
- To ensure that effective processes and lines of accountability are in place so that safeguarding is effective in all Astrea schools.

### **Performance Review**

8. The Committee will review detailed education, inclusion and safeguarding performance across Astrea.

As an illustration this might include:

- Reviewing key performance indicators in relation to safeguarding, standards, performance and inclusion across the whole Trust, including the academic performance, experience and wellbeing of vulnerable groups
- Reviewing targets and predictions on an Academy by Academy basis
- Close monitoring of schools of concern, as agreed by the Board

### **Strategic Development**

9. The Committee will act as an interface and adviser with the Executive to develop and support the strategic development of Education across Astrea.

As an illustration, this might include:

- Consideration of the effectiveness, quality, value and balance of the Astrea curriculum
- Working alongside the HR Committee on approaches to educational staff development across the Trust

10. In addition the Committee will review, on a regular basis, its own performance, constitution and terms of reference to ensure it is operating at maximum effectiveness.