

## CC3 - Quality, Performance and Standards Committee –

### Terms of Reference

#### Introduction

The Board of Directors of the academy company is responsible for strategy. They set the vision, ethos and strategic direction. They determine the policy and procedures of the academies. They hold the Principals to account for the educational performance of the academies they lead. They monitor the use of the academies' budgets. They monitor, evaluate and review the strategic framework that underpins the running of the academies.

The Board provides for the strategic running of the academies by establishing core committees, devolving responsibilities and delegating tasks to those committees to undertake the key strategic functions required for running all the academies in a collaborative manner. The core committees focus on decision making in relation to strategy, policy and procedures to be implemented across all the academies.

#### Overall purpose

The main functions of this committee are to:

- Provide a sharply focused oversight of the academies' core business of curriculum, teaching, learning, and assessment, with a clear understanding of the direct impact of the quality of provision on children's learning, formation, attainment and progress that is shared by all Directors.
- Provide a strong policy, monitoring, evaluation and reporting framework with respect to provision, performance and standards to enable the academies to meet the learning needs of all children, so they can make at least expected progress across the subjects of the curriculum, but particularly in the core.
- Enable the academies to be accountable for their performance and standards, by holding the Principals and other senior leaders to account for the quality of teaching, pupils' achievement, and pupils' behaviour and safety, and providing the kind of curricular experience and teaching and learning strategies that make the most difference to children's enjoyment in learning, their attainment in relation to national expectations, and rates of progress.
- Enable the academies to be accountable for building a strong Catholic collaborative learning community, rooted in the teachings of Christ and his Church and the values of the Gospel, that meets the needs of the children who form the core of the academy communities, by ensuring the academies form good relationships and effective communication with all stakeholders and form part of a wider community working with parents, parishes, the neighbourhoods, other academies and schools and learning partnerships as well as national/international charities and communities.
- Make recommendations to the Board of Directors and to other committees as necessary and appropriate.



## CC3 Strategic Aims

**Provide all pupils with high quality, inclusive education to enable them to reach their full God-given potential**

1. Pupils, students, and staff actively embody and enhance the Catholic ethos of the school, demonstrating deep engagement in high-quality worship experiences and consistently accessing outstanding provision in Religious Education.
2. The majority of pupils and students achieve at or above age-related expectations, with end-of-key-stage outcomes consistently meeting or exceeding national benchmarks.
3. Underpinned by strong and visionary leadership, pupils make successful transitions at every stage of their educational journey. The carefully planned and cohesive 2–19 curriculum ensures that all learners are well-prepared to achieve their full potential, with progression that is both seamless and purposeful.

## Membership

The membership is determined by the Board of Directors at its first meeting in the Autumn Term.

Members shall hold in confidence all Confidential Information that may arise during their committee meetings. shall protect all Confidential Information against disclosure. shall safeguard all Confidential Information.

| Director Members               | Governors  | Invited staff/ directors                                |
|--------------------------------|------------|---|
| Eleanor Barry (Chair)          | Ann Harkin | Helen Quinn (CEO)                                       |
| Brendan Fawcett (Vice Chair)   | Pat Garner | Dean Kavanagh (Director)                                |
| Victor Bellanti                |            | Dee Williams (Principal)                                |
|                                |            | Rachel Ellis (Principal)                                |
|                                |            | Kathryn Alton (Assistant Principal)                     |
|                                |            | Richard Kingshott (Assistant Principal)                 |
|                                |            | Will Allen (Senior Strategic Lead)                      |
|                                |            | Paul Madia (Executive Principal)                        |
|                                |            | Sharon Feeney (MAC Strategic Lead for attendance)       |
|                                |            | Carole Claridge (MAC data lead/ Senior Finance Manager) |
| <b>Governance Professional</b> |            | <b>Sharon Lee</b>                                       |

Those given permission to attend committee meetings as observers/advisers as and when appropriate, for example:

- Head of HR
- Chaplaincy team / PICCL
- Parish Priests
- RE Leads or Heads of department
- External Advisors or Consultants
- School Improvement Team

The quorum is three (minimum). A majority of those present for a vote must be Foundation Directors or Governing Body Representatives.

The chair and vice-chair will be elected by voting members of the committee at the first meeting of the year. The Governance Professional is appointed by the Board of Directors. In the absence of the Governance Professional, the committee may choose one of its members or another person to clerk the meeting

The committee shall meet at least termly. Meetings will be conducted in accordance with the Board of Directors' Code of Practice.



### Date of review

Annually: September 2026

### Agreed at the meeting of the Board of Directors

Date: September 15 2025

Signed: Brendan Fawcett, Chair



Signature:

|                | Autumn  | Spring   | Summer   |
|----------------|---|--|--|
| Items          | <ul style="list-style-type: none"> <li>Secondary data</li> <li>Parent survey</li> <li>Attendance for the year</li> <li>Pupil Premium</li> <li>Overview of complaints compliments</li> </ul>   | <ul style="list-style-type: none"> <li>Confirmation all Safeguarding training complete</li> <li>CPD carried out in the Autumn by School Improvement Team</li> <li>Staff development</li> </ul> | <ul style="list-style-type: none"> <li>RE update</li> <li>Primary data</li> <li>Children's survey</li> <li>Sports Premium</li> <li>Staffing and leadership</li> <li>CPD and school priorities</li> <li>PHEW</li> </ul> |
| Standing Items | <ul style="list-style-type: none"> <li>CSI and OFSTED</li> <li>External visits and monitoring (reports received)</li> <li>Attendance</li> <li>Catholic Life and Mission / Religious Education / Prayer and Liturgy</li> <li>School Improvement Updates</li> </ul> |  |  |
| Policies       | •   | •  | •  |



## Remit / level of delegated authority

R = the committee has the delegated authority to make a recommendation to a meeting of the Board of Directors for them to make a decision.

A = the committee has the delegated authority to approve a decision and report it to the Board of Directors, as recorded in the minutes of the committee meeting.

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|--|---|
| To discharge the Directors' responsibilities for ensuring the academies' curriculum is compliant with the National Curriculum and meets the needs of the children in the academies, with due attention to reading, writing and mathematics.  | A |
| To discharge the Directors' responsibilities for ensuring the provision of spiritual, moral, social and cultural education reflects the teachings of Christ and his Church and the values of the Gospel, and the academies' Catholic character, for example: <ul style="list-style-type: none"> <li>• Sex, relationship and health education is in accordance with the Directors' policy;</li> <li>• There is appropriate provision for personal, social and health (including drugs) education; sport; the arts; and curriculum enrichment activities.</li> </ul>   | A |
| To discharge the Directors' responsibilities with respect to adopting, implementing, monitoring, evaluating and reviewing the academies' policies for: <ul style="list-style-type: none"> <li>• Teaching and learning, so all teaching in the academies consistently meets the Ofsted criteria of good or outstanding;</li> <li>• Assessment, so that assessment promotes good quality-first teaching ;</li> <li>• Pupils with SEND, so their needs are met in accordance with the SEND Code of Practice;</li> <li>• Inclusion; looked after children; equality matters, i.e. racism; gender; etc.;</li> <li>• Pupil behaviour and discipline, and attendance;</li> <li>• Child protection and safeguarding;</li> <li>• Academy visits;</li> <li>• Admissions;</li> <li>• Complaints.</li> </ul> | A |
| To discharge the Directors' responsibilities for ensuring appropriate provision for Early Years and / or Sixth Form pupils where applicable.   | A |
| To discharge the Directors' responsibilities for ensuring they monitor the academies' effectiveness and hold the Principals to account for the academies' performance and standards.   | R |
| To discharge the Directors' responsibilities with respect to adopting, implementing, monitoring, evaluating and reviewing the academies policies for: <ul style="list-style-type: none"> <li>• Target setting, and managing and using pupil attainment and progress data so that all pupils' make at least good progress;</li> <li>• The use of Pupil Premium so that the children concerned overcome barriers to learning, including reading, writing and mathematics; and</li> <li>• The use of Sport Premium and how it has been spent on improving current Physical Education &amp; School Sport provision. To hold schools to account on how they spend the money and to be able to evidence progress/improvement.</li> </ul>   | R |
| To discharge the Directors' responsibilities for ensuring: <ul style="list-style-type: none"> <li>• All Directors' and Governors understand and use performance data to provide challenge and support to the Principals and the Academies, for example:               <ul style="list-style-type: none"> <li>○ Keeping under review progress towards annual pupil targets;</li> <li>○ Reviewing end of year results against annual pupil targets;</li> </ul> </li> </ul>   | A |



|   |   |
|---|---|
| <ul style="list-style-type: none"> <li>○ Reviewing all academies' performance data in the public domain, i.e. national assessments, examination and test results and any other information from the tracking system used in the academies.</li> <li>● Governors engage in dialogue as a 'critical friend' with the Principal, senior leaders and subject leaders in the academy concerned, about pupil attainment, progress and standards, in year groups, class groups, in relation to pupils with specific characteristics, so that Governors know the strengths and weaknesses of the academy, the priorities for improvement, and the implication for staff development and financing, as required.</li> </ul>  |   |
| <p>To discharge the Directors' responsibilities for ensuring the policy for behaviour impacts positively on pupils' learning by monitoring:</p> <ul style="list-style-type: none"> <li>● Behaviour;</li> <li>● Attitudes to learning;</li> <li>● Incidents that suggest a disrespect for the dignity of the human person and intolerance of others;</li> <li>● Exclusions; and</li> <li>● Evidence of the development of character, maturity and virtues in pupils.</li> </ul>  | A |
| <p>To discharge the Directors' responsibilities with respect to statutory requirements regarding the academies' websites.</p>   | A |
| <p>To arrange appropriate Director training to ensure Directors (and Governors) know and understand:</p> <ul style="list-style-type: none"> <li>● Their powers, duties, roles and responsibilities in relation to the provision of a broad, balanced curriculum and quality teaching that meets the needs of all children; and</li> <li>● Any other matter related to provision identified through an audit of the Board of Directors' knowledge, skills and experience or at the request of Directors.</li> <li>● The use of the IDSR and Analysing School Performance information</li> <li>● How to engage in conversations that support, challenge, and hold the individual Principals to account for performance and standards in the academy they lead including the use of Pupil Premium and the academy's budget;</li> <li>● The requirements of the School Admissions Code and the School Admissions Appeals Code;</li> <li>● The purpose and use of the academies complaints policy; and</li> <li>● Any other matter related to performance and standards identified through an audit of the Board of Directors' knowledge, skills and experience or at the request of Directors.</li> </ul> | A |
| <p>To address any queries, concerns or complaints arising in relation to any of the above areas.</p>  | A |
| <p>To ensure that risks related to academic provision are managed adequately and to highlight to the full Board of Directors any risks that need to be escalated.</p>   | A |

