



Rainbow Education Multi-Academy Trust

Terms of Reference

Education & Standards Committee

DOCUMENT CONTROL

Version Number	Author	Approved by	Date of Approval	Implementation Date	Next review Date	Summary of changes
v1	Executive Leadership Team	Trustees	Sept 2025	Sept 25/26	Summer 25/26	
v2	Governance Professional	Trustees	July 2026	Sept 26/27	Summer 26/27	• Document control table has been added • Introduction & Purpose sections added • Information on staff attendance in meetings and Trust leader attendance in committee meetings has been added to the Constitution section. • LAC membership on the committee have been added to the Membership section • Further clarification on online meeting participation has been added to Proceedings of meetings • A new section on Governance support has been added • Curriculum issues and other matters section has been replaced with a Strategic Areas section • Page numbers added

INTRODUCTION

These Terms of Reference are established by the Trust Board under the overarching authority of the Rainbow Education Multi Academy Trust Articles of Association.

While this document uses operational language to reflect daily school life, all roles, tiers and entities defined herein correspond directly to the formal legal terms used within the Trust's constitutional Articles of Association. For the purposes of interpretation, the following operational terms map directly to their legal equivalents in the Articles:

- "School(s)" refers directly to an "Academy" or "Academies" as established and defined within the Articles of Association.
- "Trust Board" or "Trustees" refers directly to the "Directors" of the Multi-Academy Trust.
- "Local Academy Council(s) (LAC(s))" refers directly to the local "Committees" appointed by the Directors under Article 105 to exercise delegated local governance functions.

In the event of any unintentional ambiguity or conflict between these Terms of Reference and the Articles of Association, the Articles of Association shall take absolute legal precedence.

PURPOSE

The Education & Standards Committee is a committee of the Board of Trustees. Its purpose is to provide strategic oversight and assurance on the quality of education across the trust, including pupil outcomes, curriculum, inclusion and equality.

1. CONSTITUTION

1.1 The board of Trustees (the Directors) of Rainbow Education Multi Academy Trust (the Trust Board) hereby resolves to establish a committee of the Trust Board to be known as the Education and Standards Committee (the Committee).

1.2 Staff members can be invited to Committee meetings. They will not participate as members but may remain in attendance to provide information and participate in discussions.

1.3 The Accounting Officer (Chief Executive Officer), Chief Financial Officer, Director of School Improvement and Governance Professional can routinely attend committee meetings in the capacity set out in paragraphs 1.2.

2. MEMBERSHIP

2.1 The Committee shall have a minimum of three members. A majority of Committee members must be Directors of the Trust Board.

2.2 The Committee's current members are set out in Schedule 2.

2.3 Subject to paragraph 2.4, the Committee shall at the first meeting of each academic year elect a member to act as chair of the Committee (the Chair). The Committee will elect a temporary replacement from among the members present at the meeting in the absence of the Chair.

2.4 No person may act as Chair under paragraph 2.3 unless they are also a member of the Trust Board.

2.5 The Chair of Trustees shall ensure that a clerk is provided to take minutes at meetings of the Committee.

2.6 The Committee may invite attendance at meetings from persons who are not Directors or Committee members to assist or advise on a particular matter or range

of issues. Such persons may speak with the permission of the Chair but shall not be entitled to vote.

2.7 The Trust CEO to attend all meetings in an advisory capacity.

2.8 The Committee may invite a Local Academy Council member to become a committee member to support the committee with additional skills and experience to properly fulfil the Committee functions. This committee member shall not be entitled to vote or hold the position of Chair or Vice Chair of the committee.

3. REMIT AND RESPONSIBILITIES OF THE COMMITTEE

3.1 The Committee shall be responsible for the matters set out in Schedule 1.

4. PROCEEDINGS OF COMMITTEE MEETINGS

4.1 The Committee will meet as often as is necessary to fulfil its responsibilities but at least three times a year.

4.2 Any two Committee members can request that the Chair convene a meeting by giving no less than 14 days prior notice.

4.3 The quorum for the transaction of the business of the Committee shall be three or more Committee members and no vote on any matter shall be taken at a meeting of the Committee unless the majority of members of the Committee present are Directors of the Trust.

4.4 Every matter to be decided at a meeting of the Committee must be determined by a majority of the votes of the members present and voting on the matter.

4.5 Each committee member present in person shall be entitled to one vote.

4.6 Where there is an equal division of votes the Chair shall have a casting vote.

4.7 A register of attendance shall be kept for each Committee meeting and published annually.

4.8 Subject to the provisions of Article 126 of the Articles of Association, Committee members may participate in meetings by telephone or video conference. Such participation shall constitute presence in person for the purposes of establishing a quorum.

5. AUTHORITY

5.1 The Committee is authorised by the Trust Board to:

5.1.1 carry on any activity authorised by these terms of reference; and

5.1.2 seek any appropriate information that it requires from any officer of the Trust and

all officers shall be directed to co-operate with any request made.

6. REPORTING PROCEDURES

6.1 Within 28 days of each meeting the Committee will:

6.1.1 produce and agree minutes of its meetings;

6.1.2 provide an update summary (documented or verbally) identifying (i) decisions made, (ii) recommendations to the Trust Board, (iii) any items for the information of the Trust Board and (iv) items for further discussion by the Trust Board (together called the "Committee Reports").

6.2 The Committee Reports can be agreed by Committee members by email.

6.3 The Committee Reports will be sent to the Trust Board within 28 days following each Committee meeting.

6.4 The Committee shall arrange for the production and delivery of such other reports or updates as requested by the Trust Board from time to time.

6.5 The Committee shall conduct an annual review of its work and these terms of reference and shall report the outcome and make recommendations to the Trust Board.

7. GOVERNANCE SUPPORT

7.1 The Committee shall be supported by a Governance Professional.

7.2 The Governance Professional will provide independent advice on regulatory compliance, statutory duties, the Academy Trust Handbook, and the Trust's constitutional framework.

7.3 The Governance Professional will ensure that meetings are structured, legal framework requirements are met and minutes accurately reflect the challenge and assurances provided.

Schedule 1

Responsibilities of the Education and Standards Committee

TARGETS

- Recommending to the Trust Board for approval the educational targets of the schools (in consultation with the Trust Executive Leadership).

REVIEW

- Monitoring and evaluating performance of the schools and the Trust against KPIs set by the Trust Board (in consultation with the relevant Local Academy Councils) in relation to academics and other matters.
- Holding the Trust Executive leadership to account for school performance, quality of care and quality of provision.
- Monitoring and evaluating the overall effectiveness and efficiency of leadership and management at the schools.
- Monitoring and evaluating the impact of Pupil Premium funding on children's learning outcomes and wellbeing to ensure the best possible outcomes for pupils
- Scrutinising and challenging reports on the overall Performance management outcomes for each school making any appropriate recommendations to the Trust Board.
- Supporting and challenging the self-evaluation process including successes and areas for improvement with particular regard to outcomes and success criteria.

- Considering the aims and priorities for raising standards of achievement in each of the schools strategic plans.

STRATEGIC AREAS

- Trustees reserve the right, where appropriate, to review and recommend actions relating to the following matters, including but not restricted to:

- **CURRICULUM**

Scrutinising and challenging reports from the Headteachers and Executive Leaders, reviewing pupil attendance, exclusions and relevant disciplinary matters relating to each school.

- **SEND**

Scrutinising the contextual data of the schools equity, provision and educational progress of pupils with Special Educational Needs and Disabilities (SEND) across the Trust. The Committee will evaluate the systemic impact of local SEND strategies to ensure they remove barriers to learning and align with the Trust's core priority of enabling vulnerable pupils to thrive.

- **COMPLIANCE (STATUTORY WEBSITE REQUIREMENTS)**

Seeking assurance that all school websites are fully compliant with DfE statutory publication requirements, educational disclosures and mandatory policy links.

- **POLICIES**

Reviewing and recommending Trust-wide statutory policies to the Trust Board for final approval. The Committee will also monitor the

compliance and trust-wide alignment of School-specific statutory policies, which are formally approved by the Local Academy Council.

- **SMSC (SPIRITUAL, MORAL, SOCIAL & CULTURAL DEVELOPMENT)**

Reviewing the quality of provision for pupil's spiritual, moral, social and cultural development across all settings. For faith-designated schools within the Trust, the Committee will receive high-level assurance reports regarding SIAMS inspection readiness and the preservation of the schools' Christian distinctiveness.

- **OFSTED**

Reviewing the quality of provision across all settings. For schools within the Trust, the Committee will receive high-level assurance reports regarding Ofsted inspection readiness.

- **PUPIL BEHAVIOUR**

Reviewing aggregated, trust-wide data trends regarding pupil behaviour, anti-bullying strategies, suspensions and permanent exclusions. The Committee will challenge the Executive Leadership Team on the effectiveness of trust-wide behaviour and relationship frameworks, while respecting that individual school behaviour policy.

- **CPD (CONTINUING PROFESSIONAL DEVELOPMENT) FOR STAFF**

Evaluating the strategic alignment and impact of the Trust's continuous professional development programmes. The Committee will seek assurance that staff training frameworks directly support school improvement priorities, promote workforce wellbeing and drive the standard of high-quality, inclusive education.

- **DIGITAL AND TECHNOLOGY STANDARDS**

Monitoring and reviewing the trust-wide implementation of the DfE Digital and Technology Standards. The Committee will maintain particular focus on the educational, safeguarding and behavioral impact of digital filtering and monitoring systems to ensure online student safety is robustly maintained.

- **EQUALITY AND DIVERSITY**

Monitoring the implementation of the trust's Equality Objectives.

Ensuring the trust meets its obligations under the Public Sector Equality Duty (PSED), including eliminating discrimination, advancing equality of opportunity and fostering good relations. Review data and reports on pupil and staff diversity and challenge any disparities in outcomes or access.

- **SAFEGUARDING AND WELLBEING**

Receive regular overviews on safeguarding arrangements and incidents. Monitor the effectiveness of pastoral support and pupil wellbeing strategies. Ensure safeguarding policies are up to date and compliant with statutory guidance.

- **STAKEHOLDER ENGAGEMENT**

Supporting partnership working between parents / carers and the schools to promote high standards of attendance, behaviour and learning for pupils.

Scrutinising and challenging reports from each school on the views of pupils, parents / carers and other stakeholders as part of a programme of regular self-evaluation by the schools to assess its performance and that of the Trust against stated aims and objectives.

Ensuring that such feedback is used to support the development of best practice and to promote the quality of the overall pupil experience.

GENERAL

- Reviewing or investigating any other matters referred to the Committee by the Trust Board.
- Drawing any significant recommendations and matters of concern to the attention of the Trust Board.

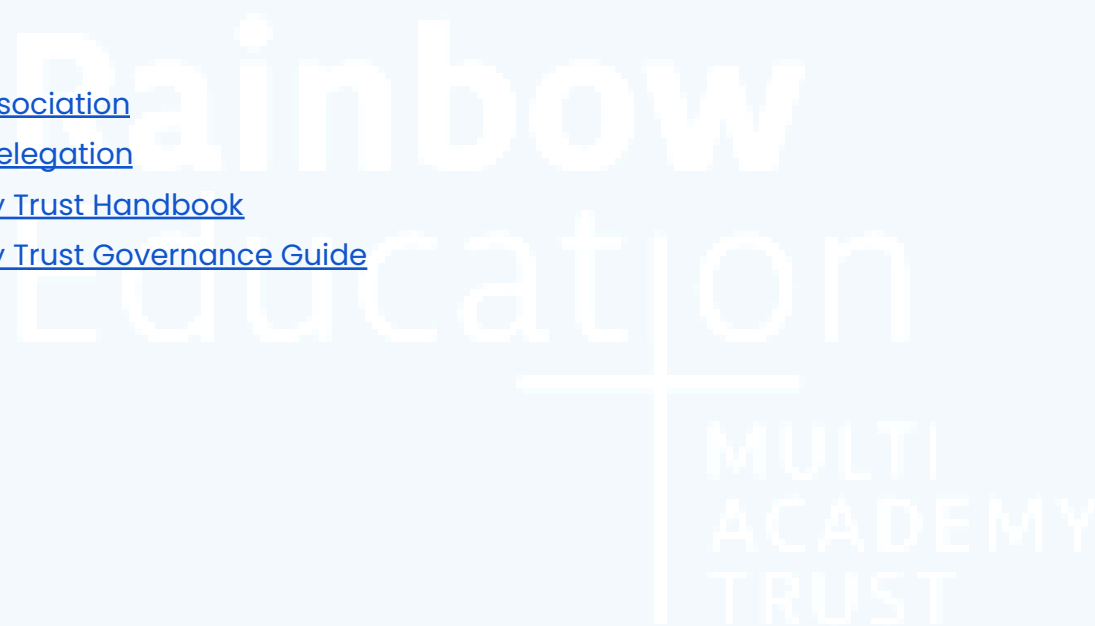
GUIDANCE

[Articles of Association](#)

[Scheme of Delegation](#)

[DfE Academy Trust Handbook](#)

[DfE Academy Trust Governance Guide](#)



Schedule 2

Membership of the Education and Standards Committee

2026-2027

- Liz Bennington (Trustee & Chair of Committee)
- Ken Heaton (Trustee)
- Gina Donaldson (CEO)
- Duncan Jacques (Trustee)
- Diane Pennington (Chair of Local Academy Council)
- Hilary Cook (Trustee)
- Sarah Knipe (Director of School Improvement)

MULTI
ACADEMY
TRUST