Elements
Diocesan Learning Trust
Flourishing together, in the love of God.

CHRISTIAN DISTINCTIVENESS AND PEOPLE COMMITTEE TERMS OF REFERENCE

2026-2027

ELEMENTS DIOCESAN LEARNING TRUST
CHRISTIAN DISTINCTIVENESS AND PEOPLE COMMITTEE TERMS OF REFERENCE
CHRISTIAN VISION STATEMENT

Together we flourish, in the love of God.

The Christian Distinctiveness and People Committee will discharge its responsibilities through this vision, ensuring that the Trust's Christian foundation shapes its culture, leadership, wellbeing, relationships and decision-making. The Committee will promote flourishing, dignity and belonging for every child and adult, support excellent Church school provision, strengthen Christian distinctiveness, and ensure that the Trust remains a community where people are valued, nurtured and inspired to thrive.

1. PURPOSE

The Christian Distinctiveness and People Committee is a committee of the Trust Board and exists to provide assurance and advice regarding:

- the Trust's Christian vision, values and distinctiveness;
- the effectiveness of the Trust as a family of Church schools;
- SIAMS readiness and church school development;
- spiritual development and collective worship;
- staff and pupil wellbeing;
- workforce culture, development and flourishing;
- stakeholder engagement and feedback;
- people strategy and organisational culture.

The Committee will support the Trust Board in ensuring that the Trust's Christian vision and values are lived out in practice and that all pupils, staff, leaders, governors and communities are enabled to flourish.

2. AUTHORITY

The Committee is authorised by the Trust Board to:

- investigate any matter within these Terms of Reference;
- request information from Trust leaders, schools and officers;
- seek reports and evidence relating to Christian distinctiveness, wellbeing and people matters;
- commission reviews and presentations where appropriate;
- make recommendations to the Trust Board.

All Trust schools are expected to cooperate fully with requests made by the Committee.

3. GENERAL RESPONSIBILITIES

The Committee shall:

- act on matters delegated by the Trust Board;
- contribute to Trust strategic priorities and development planning;
- liaise with other Board committees where appropriate;
- consider safeguarding, equality, diversity and inclusion implications in all aspects of its work;
- ensure the Board receives appropriate assurance regarding Christian distinctiveness and people matters;

- maintain oversight of how the Trust's Christian vision influences policy, leadership and organisational culture.

4. MEMBERSHIP

The Committee shall comprise:

- a minimum of three Trustees/Directors;
- the Chief Executive Officer in attendance;
- such co-opted non-voting members as approved by the Board.

The Board may appoint advisers with expertise in:

- Church school leadership;
- theology;
- SIAMS;
- human resources;
- wellbeing;
- chaplaincy;
- diocesan education.

The majority of members shall be Directors

5. MEETINGS

- The Committee shall meet at least three times annually
- Extraordinary meetings may be called by the Chair or any two members.
- Meeting papers shall normally be circulated at least five working days before meetings.
- Other Directors and invited officers may attend meetings.
- Decisions shall be determined by a majority vote.

Where votes are tied, the matter shall be referred to the Trust Board.

6. QUORUM

The quorum shall be three members.

At least two members present shall be Directors.

7. DUTIES AND RESPONSIBILITIES

A. CHRISTIAN VISION AND VALUES

The Committee shall:

- monitor and evaluate the effectiveness of the Trust's theologically rooted Christian vision and values;
- ensure the Christian vision remains central to strategic decision-making;
- assess how schools and Trust leaders articulate and live out the vision;
- evaluate the extent to which the vision enables pupils, staff and communities to flourish;
- monitor how Christian values influence relationships, behaviour, culture and leadership;
- ensure that schools remain inclusive and welcoming to children and families of all faiths and none while maintaining a clear Christian foundation

B. SIAMS AND CHURCH SCHOOL EFFECTIVENESS

The Committee shall:

- oversee the Trust's effectiveness as a Church of England Multi Academy Trust;
- monitor progress against SIAMS priorities;
- receive reports regarding SIAMS outcomes and preparation;
- evaluate how schools have developed since their previous SIAMS inspections;
- review diocesan Keeping in Touch reports and actions arising;
- monitor school engagement with diocesan support and training;
- provide assurance regarding the effectiveness of Church school improvement activity;
- support the Board in understanding and fulfilling its responsibilities under the SIAMS Inspection Framework

C. CHRISTIAN DISTINCTIVENESS

The Committee shall monitor and evaluate:

- collective worship;
- religious education;
- spiritual development;
- Christian leadership;
- Christian service and social action;
- pupil and staff understanding of the Trust vision;
- the contribution of Christian distinctiveness to school culture and outcomes.

The Committee shall ensure that Christian distinctiveness is reflected within Trust-wide policies and practices.

D. STAFF WELLBEING AND FLOURISHING

The Committee shall:

- monitor the wellbeing of staff across the Trust;
- review staff wellbeing data and trends;
- receive reports on staff workload and workload reduction initiatives;
- consider retention and recruitment indicators;
- oversee the annual staff wellbeing survey;
- review outcomes from leadership wellbeing surveys;
- monitor actions arising from survey findings;
- ensure that the Trust's culture reflects its commitment to flourishing and dignity for all employees.

E. PUPIL WELLBEING AND FLOURISHING

The Committee shall:

- monitor pupil wellbeing across the Trust;
- review evidence regarding belonging, inclusion and personal development;
- consider attendance and wellbeing indicators where they relate to flourishing;
- receive assurance regarding provision supporting emotional health and wellbeing;
- monitor how Christian values contribute to positive pupil experiences;

- evaluate the extent to which pupils are supported to flourish spiritually, academically, socially and emotionally.

F. PEOPLE STRATEGY

The Committee shall:

- oversee the Trust People Strategy;
- monitor implementation of workforce priorities;
- review leadership development opportunities;
- evaluate staff development and formation activities;
- monitor succession planning from a people and culture perspective;
- review the effectiveness of strategies to recruit and retain high-quality staff;
- evaluate progress towards creating a flourishing workplace culture.

G. STAKEHOLDER VOICE AND ENGAGEMENT

The Committee shall:

- review feedback from Local Governance Committees;
- monitor engagement with parents, carers, staff and pupils;
- receive reports arising from consultation activity;
- consider stakeholder perceptions regarding Christian distinctiveness and culture;
- provide assurance that stakeholder views are heard and acted upon appropriately.

H. COMPLIANCE AND ASSURANCE

The Committee shall provide assurance to the Trust Board that:

- statutory expectations relating to Church schools are being met;
- diocesan requirements are complied with;
- Christian distinctiveness is appropriately reflected within Trust policies;
- safeguarding, inclusion and wellbeing are considered through the lens of the Trust's Christian vision;
- spiritual, moral, social and cultural development is effectively promoted across the Trust.

8. REPORTING

The Committee shall:

- report to the next meeting of the Trust Board following each meeting;
- submit minutes and recommendations to the Board;
- highlight emerging risks relating to Christian distinctiveness, culture or people matters;
- provide annual assurance regarding:
    - Christian vision and values;
    - SIAMS readiness;
    - staff wellbeing;
    - pupil wellbeing;
    - people strategy implementation.

9. COMMITTEE EFFECTIVENESS

The Committee shall annually review:

- its effectiveness;
- its membership and skills;
- training requirements;
- alignment with Trust strategy;
- compliance with these Terms of Reference.

Any proposed amendments shall be recommended to the Trust Board.

10. CONFIDENTIALITY

All information received by the Committee shall be treated as confidential unless designated otherwise by the Trust Board.

Committee papers, reports and discussions shall remain confidential except where disclosure is authorised or legally required.

11. REVIEW

These Terms of Reference shall be reviewed annually and recommended to the Trust Board for approval.

Approved: September 2026
Next Review: September 2027