**Diptford C of E Primary (voluntary controlled) - School Ethos Group**

**The School’s Vision and Values**

*At Diptford we strive for excellence and enjoyment in learning through aspiration and collaboration. With kind hearts and a community focus, we grow together with a deep respect for each other and thankfulness for our beautiful surroundings.*

*Our small school offers big opportunities that support our pupils to flourish and stand out with courage and conviction, finding joy and fulfilment in the exciting and enriching wider curriculum we offer.*

***Let your light shine!***

***Matthew 5:14-16***

The following Values are core to the Ethos of the School and are underpinned by Christian teachings:

Respect (*Luke 6.33*), Joy (*John 15.11*), Kindness (*Mark 12.31*), Courage (*Philippians 4.13*), Community (*John 15.17*) and Thankfulness (*Thessalonians 5.18*)

**Terms of reference**

The role of the group is to support and provide feedback to the Head in all aspects of school life to help achieve the School’s values and mission

Diptford School Ethos Group aims to:

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

**Learn from, Support and Challenge** the School to enable all children to flourish in accordance with its Vision Statement, encompassing the four elements of Wisdom, Character Development, Community and Dignity;

**Act as a local voice** representing the parent body. We will offer a forum for debate and discussion on matters relevant to the future development of the School and, in doing so, will strengthen the engagement with the parent and local community. The group will have a key communication role to perform in ensuring that information is shared to the local governing board, parent community, the Church and other interested parties and vice versa. The group will lobby the local governing board and the Trust Board as required;

and, in relation to the School’s traditions, to:

**Learn from, Support and Challenge** the School to nurture the spiritual development of children and staff through all aspects of school life.

**Learn from, Support and Challenge** the School when reviewing religious education and collective worship policies, practice and outcomes, to ensure these are of high quality and contribute to the School’s ethos.

**Membership**

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| **Role** | **Current Person** | **Appointment and length of appointment** |
| School Head |  | When in post |
| Foundation Governor appointed to the Local Governing Board or Church representative |  | When in post |
| Representative Governor from the Totnes Local Board |  | When in post |
| Staff representative responsible for RE/Collective Worship |  | Elected by all staff for a term of one year |
| At least one Parent representative\*, with the aim of one Class Parent representative from each of the School’s classes and the Pre-school |  | Elected by other parents in the relevant class for a term of one year. |
| Chair of the Friends of Diptford School |  | When in post |
| Community representative |  | Appointed by the Head  for a term of one year |

\*The Class Parent Representative must have a child in the class they are elected to represent.

\*There is no limit on the number of terms a member of the group 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.

The group Chair should be appointed at the beginning of each school year by the group’s membership, and shall not be the School Head

**Meetings**

The group meets at least half-termly.

* Meetings will not be open to non-members
* 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.
* Once approved, meeting minutes will be available on the school website.

The governor representative will provide reports of the group’s meetings and any recommendations to the local Governing Board.

**School visits**

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

**Monitoring Focus across the Year:**

As a Voluntary Controlled Chuch of England school, the School is inspected by SIAMS periodically. In line with SIAMS expectations, the group undertakes monitoring across each academic year. Group members are encouraged to learn from the School, and to support and question developments in its Christian character, religious education and collective worship. The following schedule shows the proposed focus for each half termly meeting.

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| --- | --- | --- | --- | --- | --- |
| **AUTUMN TERM 1** | **AUTUMN TERM 2** | **SPRING TERM 1** | **SPRING TERM 2** | **SUMMER TERM 1** | **SUMMER TERM 2** |
| **Monitored across all meetings: School Vision:**  How is the vision lived out in the six areas below? (Evidence?)  How does the leadership of the School promote our vision?  Review quality of CPD /induction for new staff. | | | | | |
| **WISDOM KNOWLEDGE AND SKILLS**  (meeting academic and spiritual needs of learners) | **THE IMPACT OF COLLECTIVE WORSHIP** | **COMMUNITY AND LIVING WELL TOGETHER**  (relationships, behaviour and mental health) | **THE EFFECTIVENESS OF RE** | **DIGNITY AND RESPECT**  (valuing all) | **CHARACTER DEVELOPMENT: HOPE, COURAGEOUS ADVOCACY & ASPIRATION.** (moral development and social action) |
| **What is our school’s provision in this area? How does it make a difference?**  **What is the impact on the pupils? How do we know it’s working?** | | | | | |

**Reviews**

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

**This version: Adopted 12 July 2021**