

1. **Introduction & Purpose**

The purpose of the ESCAT Catholic life and Ethos Sub Committee is to:

- Support the Board of Trustees in fulfilling its responsibilities to preserve and develop the Catholic character, mission, and ethos of ESCAT and all its schools in accordance with the teachings of the Catholic Church.
- Support the Board in understanding relevant key performance indicators related to the Catholicity of ESCAT schools.
- Monitor the work of the Trust against strategic objectives linked to the work in schools.

Through its core purpose the committee will also help the Board understanding the unique context of each school in the Trust whilst ensuring a consistent approach to reporting.

2. **Membership**

2.1 The Committee will consist of:

- At least 3 Trustees who will be appointed by the Board.
- To be quorate 2 Trustees should be in attendance.
- The Chief Executive Officer will be in attendance but will have no voting rights.
- Governors from Trust schools may be invited to the Committee to provide information but will have no voting rights. The Committee may ask any Headteachers or Local Governor or external advisors to attend meetings of the Committee either regularly or by invitation, to provide information.
- The Head of School Improvement and/or local leaders/Dioceses RE advisors/CASO may be invited to attend where relevant, but will have no voting rights.

2.2 The members of the Committee shall hold office from the date of their appointment until resignation or omission from membership on subsequent consideration by the Board.

2.3 The Board will review Committee membership on an annual basis at the start of the academic year.

2.4 The Committee will appoint a Chair.

3. Meetings

- 3.1 The committee will meet a minimum 3 times a year, Ideally in advance of the main Trust board meeting
- 3.2 The default mode of operation will be in person; however Trustees can agree to hold meetings online.
- 3.3 The Committee will, when required receive reports from schools in sufficient detail to enable it to undertake its strategic responsibilities for planning, monitoring and evaluation.

4. Purpose

4.1 Catholic Ethos and Mission

- Ensure ESCAT and its academies uphold and develop their Catholic identity and mission in accordance with Canon Law, the Bishops' Conference guidelines, and Diocesan requirements.
- Promote Gospel values throughout the life and work of ESCAT.

4.2 Religious Education, Prayer Worship

- Hold LGB's to account for monitoring the standard of RE, Prayer and Worship in schools in line with Diocesan and national guidance.
- Support and review collective worship and the sacramental life of schools.
- Ensure appropriate preparation for and responses to Catholic school inspection.
- Ensure LGB's are monitoring compliance in respect of Documents issued by the Bishops' Conference.

4.3 Formation and Chaplaincy

- Monitor how LGB and school leaders are providing faith formation of staff, students, and governance bodies.
- Support the development and integration of chaplaincy provision across ESCAT.

4.4 Relationships with the Diocese

- Ensure effective and respectful communication with the Diocesan Education Service (CASO) and that Diocesan policies and directives are implemented.
- Ensure compliance with ESCAT's legal and canonical obligations as a Catholic education provider in each school.

4.5 Policies and Compliance

- Monitor LGB's contribution towards self evaluation documents related to Catholic School Inspection.
 - Review and recommend for approval policies as detailed in section 7
 - Monitor compliance with relevant expectations from the Diocese and directives provided by the CES.
- ### 4.6 Staffing

- Monitor and report on processes to ensure Catholics are appointed to reserved positions.
- Monitor the composition of staff across ESCAT schools.

5.0 Reporting

- The Sub-Committee will report its findings and recommendations to the ESCAT Board through written minutes and verbal updates.
- It may provide an annual report summarising its work and priorities.

6.0 Review

These Terms of Reference will be reviewed annually by the Sub-Committee and submitted to the ESCAT Board for approval.

7.0 Policies

Prayer and Liturgy
Bereavement Policy
Environment and Sustainability