

## SCHOOL ETHOS GROUP TERMS OF REFERENCE 2025

### Our Vision

At Morchard Bishop C of E Primary School we place great value on the development of children as individuals and providing them with the skills, knowledge and understanding they need to prepare them for the challenges in school and beyond. Christianity is at the heart of all we do.

*Deeply rooted, Individually nurtured, Inspired to flourish*

*Curiosity, Kindness, Courage, Resilience*

Jeremiah 17:7–8 says:

“But blessed is the one who trusts in the Lord, whose confidence is in him. They will be like a tree planted by the water that sends out its roots by the stream. It does not fear when heat comes; its leaves are always green. It has no worries in a year of drought and never fails to bear fruit.”

This passage uses the image of a deeply rooted tree to describe someone who places their trust in God — stable, nourished, and fruitful even in difficult times.



The Christian faith is *deeply rooted* in our school, like a tree with deep roots that provides strength and stability. Grounded in the teachings of Jesus Christ and the Christian tradition, we seek to nurture a community where every individual can grow and flourish. The core stability provides resilience during life's challenges and inspires us to show love and respect for others. Guided by faith, we strive to ensure that the life of our school reflects the love and example of Christ in all we do.

*Individually nurtured* within the sight and love of God. At our school, each child is valued for their personal and unique journey. We foster spiritual development in an inclusive environment where everyone is recognised as uniquely created by God, with a distinct purpose. Like a gardener tending to each plant differently, we provide specific care, encouragement, and support so that every child is individually nurtured to develop their unique character. Our nurturing environment offers the safety, relationships, kindness and acceptance essential for healthy growth and development.

*Inspired to flourish*, we seek to live a nurtured and spiritual life – thriving and bearing fruit in all we do. Flourishing is the growth of every aspect of a person's life: spiritually, physically, emotionally, socially and intellectually. Inspired by God's love, everyone is encouraged to make a positive and unique contribution to the world. Our values act as a compass to guide us, giving us courage and a healthy awareness of our thoughts and emotions as we pursue our dreams. As we flourish, we allow our light to shine brightly into our wider community, sharing hope, kindness and faith with others.

## Our school values

Our values underpin all our school life and help us to live out our vision each day. We show *curiosity* as we explore and discover new ideas, *kindness* in the way we treat others, *courage* to face challenges and try new things, and *resilience* to keep going when things are difficult. Together, these values guide us to grow, learn and flourish as a caring and confident community.

**SEG (School Ethos Group) aims to:**

**Learn from, Support and Challenge** the school to enable all to flourish in accordance with our theologically rooted Christian vision.

**Learn from, Support and Challenge** the school to nurture the spiritual dimension of children and staff through all aspects of the curriculum and daily collective worship.

**Learn from, Support and Challenge** the school when reviewing RE and collective worship policies, practice and outcomes, to ensure these are of high quality and make a major contribution to the school's Christian vision.

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

**Act as a local voice** and represent the parent body. We will offer a forum for debate and discussion on matters relevant to the future development of the school. In doing so we will strengthen the engagement with the parent and local community.

SEG will lobby the full governing body, as required.

**Membership:**

<b>Role</b>	<b>Current Person</b>	<b>Appointment and length of appointment</b>
Academy Head	Hannah Bancroft	When in post
Foundation Governor appointed to the Local Advisory Committee	Biddy Hooper	When in post
Church representative	Chris Boyles	When in post
Staff representative responsible for RE/Collective Worship	Amber Griffiths	Elected by all staff for a term of one year
At least one parent representative	Biddy Hooper	Parent elected for a term of one year
Community representative	Michael Hartland	Appointed by the Head/ Executive Headteacher for a term of one year

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

## Meetings:

Our School Ethos Group meets half-termly.

- Meetings will not be open to the public but minutes will be available.
- The Group Chair should be appointed at the beginning of each school year.
- 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 SEG will have a key communication role to perform in ensuring that information is shared to the governing body, parent community, the church and other interested parties and vice versa.
- The governor/chair will provide a report of the meeting and any recommendations to the LAC.

## SEG school visits

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

## SEG Monitoring Focus Across the Year:

A system of monitoring takes place across each academic year. This is in line with SIAMS expectations. SEG members are encouraged to learn from school, support and question developments in our Christian character, RE and collective worship. The following schedule shows the proposed focus for each ½ termly meeting.

<b>AUTUMN TERM 1</b>	<b>AUTUMN TERM 2</b>	<b>SPRING TERM 1</b>	<b>SPRING TERM 2</b>	<b>SUMMER TERM 1</b>	<b>SUMMER TERM 2</b>
How does the school's theologically rooted Christian vision enable pupils and adults to flourish?	How does the school's theologically rooted Christian vision create a culture in which pupils and adults are treated well?	How is collective worship enabling pupils and adults to flourish spiritually?	Is the religious education curriculum effective?  (VA only) What is the quality of religious education?	How does the curriculum reflect the school's theologically rooted Christian vision?	How does the school's theologically rooted Christian vision create an active culture of justice and responsibility?
<b>What is our school's provision in this area?</b> <b>How does it make a difference?</b> <b>What is the impact on the pupils?</b>					

## How do we know it's working?

### Reviews

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