



# THE GOOD SHEPHERD

## Multi Academy Trust

DECEMBER 2014

## Paper 4 – Christian ethos

### Legal basis

1. The Church of England (Christian) ethos of the school is protected in the Trust's articles of association that were drafted in consultation between the legal advisers to the National Society and the DfE.
2. The Object of the Trust includes the requirement of a curriculum conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for

religious education and daily acts of worship (as required by the model Funding Agreement with the Secretary of State), and in having regard to the advice of the Diocesan Board of Education.

3. The requirements for RE and collective worship are the same as prior to conversion and these are protected through each school's supplemental agreement.
4. Each academy in the Trust will be subject to the same SIAMS inspection requirements as they were prior to academy conversion.

### Key principles

1. We act out of a clear moral purpose rooted in love and compassion for our neighbour. Our Christian vision and values reflected in the life of Christ will underpin every aspect of the Trust's work.
2. Through the development of all policy and practice, such as employment and curriculum we will always refer back to our core vision and values. These values will impact on behaviour and interactions throughout the Trust organisation.
3. The relationship with the Diocesan Board Education (DBE) will remain broadly the same in terms of service provision and support and the Trust will have its own partnership agreement with the DBE.
4. The directors are responsible for appointments to each local governing body in a similar way to practice in VA converter academies. Where previously there were foundation governors these will continue to be appointed in consultation with local PCCs.
5. Schools will be expected to access support for the Christian ethos of the school, RE and collective worship through existing diocesan networks, conferences and resources as previously.
6. The Trust will expect all community schools joining it to make RE and collective worship core subjects, i.e. values-led education is at the heart of the Trust.
7. In a non CE school – the values would not be CE values but broadly Christian values. They do not have to

become church academies but could do so.

8. The Trust has its own set of vision and values. These will be reviewed with local governing bodies and Headteachers on a regular basis and will take into account DBE guidance and advice. Each academy will interpret these within their own context.

Schools have outlined some behaviours which they see as important:

- mutual trust,
  - honesty-what we say is true but sometimes there are things we can't say and will still trust them,
  - valuing what all bring and being open to listen to each other,
  - being collaborative,
  - being consistent,
  - not playing one off against the other,
  - we may not agree with everything someone says but we will respect them and their opinions,
  - not in it for ourselves,
  - keeping communication open,
  - accepting that we can make mistakes,
  - being aware of the impact of decisions we make,
  - acknowledging that the children come first but not at the expense of treating everyone fairly and with dignity.
- The Trust will promote these behaviours both within and without the organisation i.e. interpersonally between staff members and schools and externally within its business relationships.