

**BOARD OF TRUSTEES - EVERY CHILD, EVERY DAY TRUST  
TERMS OF REFERENCE**

**Impact and Performance Committee (I&P) 2025-2026**

**Purpose:**

- 1) To ensure that the Trust is making a difference for all schools and stakeholders.
- 2) To ensure the impact of the Trust on the performance of the schools. Ensuring value is added by the Trust and its committees to the outcomes of the schools.
- 3) To ensure continued school improvement as a result of being part of the Trust.

**Membership:**

Ash Ali  
David Bealing  
Emma Francis  
Julian Knott  
Francis Nicholas (Chair)  
Becky Routley  
Bill Watkin

**Quorum:** 3 Trustees

**Meetings:** The committee will meet at least 3 times a year. Minutes of the committee's meetings will be shared with the board and made available to the public.

If the chair is not available for a meeting a trustee from within the group will be appointed by the group to chair that specific meeting.

**Policies:**

**Monitoring:** The committee will be responsible for:

Trust development Priority One - **High Quality and Inclusive Education**

KPIs:

- *Outcomes(Key Groups)*
- *Destinations*
- *Attendance*
- *Retention*
- *Exclusions*
- *Trust Impact*

- *CPD and Collaboration*
- *Ofsted*
- *Teacher Recruitment and Retention*
- *Reviews*

Trust Development Four - **School Improvement at Scale**

KPI's

- *Quality of teaching (inclusive of reviews)*
- *Safeguarding reviews and board*
- *Value for Money (eg use of Pupil Premium)*
- *Supporting the wider system*
- *SLA's*

Trust Development Priority Five - **Workforce, Resilience and Well Being**

KPIs

- *CPD*
- *Collaboration*
- *Complaints*
- *Recruitment and Retention*
- *People Strategy*
- *Talent Development*

**Approved by the Board of Trustees on:**

**08 December 2025**

**Adopted by the I&P committee on: 17 November 2025**

**Next review date: September 2026**