



## **Rapid Improvement Board (RIB) Terms of Reference for The Willows (TW).**

### **Role and Purpose:**

#### **PURPOSE**

The primary role of the RIB is to secure the rapid improvement of an Academy. An Academy may be judged to require rapid improvement if it joins the Trust under a sponsored arrangement, following an Ofsted inspection, or following an external review, alongside, data showing below national expectations, in spite of a Local Improvement Board team monitoring the Academy. The RIB will report directly to the Trust Board on the progress of the Academy, undertaking and depending on the financial limits recommending further action as necessary. The RIB will meet regularly.

The RIB will advise on the development, implementation, and review of the Post Ofsted Action Plan (POAP)/Rapid Improvement Plan (RIP), focussing on key areas of action; effectiveness of leadership & management, quality of education and ensuring rapid Academy improvement is achieved in line with the deadlines and target dates within the RIP. Additionally, financial implications and risk management should be monitored by the RIB, to ensure that areas such as Pupil Numbers are supported to increase and risks are mitigated. The POAP/RIP should include costings in order to reassure the RIB how the plan would be adequately resourced.

#### **MEMBERSHIP**

Membership of the RIB will include the Headteacher, CEO, and 2 additional Trustees. It is suggested that the External Adviser(s) supporting the Academy is also invited to the RIB meetings when appropriate (i.e. to present findings from their report and any key recommendations – the External Adviser is not required to attend all RIB meetings. Depending on the financial commitment posed by the POAP/RIP, could require the CFO to present an update on the financial position to the RIB once a term.

#### **REVIEW**

Operating with an RIB is not intended to be a long-term arrangement and a target date will be identified for the review of the arrangement when the progress made by the Academy will be evaluated.

Each of the RIB meetings will include key targets over time to be achieved in order to secure rapid improvement. At the end of each term (the last RIB meeting in the term – there should include a summary of milestones achieved)

NOTE: RIP would be very similar to an Ofsted Action Plan with key areas of progress expected within set dates/deadlines

<b>Area of work</b>	<b>RIB role</b>	<b>Trust Board role</b>
Post Ofsted Action Plan/Rapid Improvement Plan	Support the leadership team in drawing up a robust and appropriately targeted RIP. Monitor implementation of the POAP/RIP. Monitor progress against targets on the POAP/RIP, acknowledging that this is a dynamic document which will evolve as actions are taken and will address ongoing challenges and opportunities.	Oversight of the progress of the RIP via the CEO – updates at Board meetings
Leadership and Management	Ensure that the Academy's Senior Leadership Team are suitably supported and challenged to deliver the improvements that have been identified	Via the CEO (included in Board update)
	Evaluate the standards of learning and teaching in the Academy and ensure that proper standards of professional performance are established and maintained.	Via the CEO (included in Board update)
Quality of Education	Carry out regular reviews of the quality of education in the Academy; this may be carried out by external consultants working on behalf of the Trust. Agree with the leadership team specific actions to be taken to address areas of weakness, facilitating the sharing of best practice and the development of a training programme for staff which draws on the strengths of the Trust Academies and secures additional resources which meet needs.	Monitoring via Trustee visits
	Support the leadership team in undertaking any reviews of performance.	Delegate via the CEO support to the leadership team - taking any action in relation to performance, ensuring that the Trust's HR policies are followed.
	Report on the steps being taken to improve outcomes for pupils.	Based on Stakeholder views, including pupils, parents, staff and the local community, feedback via Trustee monitoring.
Finance and Risk Management	Review and monitor the budget for the Academy, whilst aligning clear costs relating to the delivery of the POAP/RIP outcomes.  Consider additional resourcing that may need to be provided centrally in order to support the Academy.	Monitor via the Risk Register key areas requiring mitigation to lessen the risk to the overall Trust's position and remaining Academies.

Approval Date: 17.9.25 by OMAT