



Scheme of Delegation

Policy area:	Governance
Approved by:	Board of Trustees
Approval date:	Out of Committee 2 Sept 2025
Implementation date:	Immediate
Version:	v4
Review cycle:	Annual
Date of next review:	Summer Term 2026
Publication:	Public

VERSION CONTROL			
Version	Date	Author/Reviewer	Substantive changes since the previous version
v1	Sept 23	GB/DD	Updated for ONE Academy Trust.
V2	April 2024	DD	Trustees delegated approval of INSET days to Headteachers
V3	June 24	GB/DD	Updated to reflect change in HRES Committee (ad-hoc committee) Reviewed against CST Checklist Minor updates to ensure clarity of responsibilities
V4	July 25	GB/DD/JC	Clarified roles and responsibilities in making staffing appointments (headteachers and senior executive leaders) Reviewed against Academy Trust Handbook 2025 and the Academy Trust Governance Guide 2025

STRATEGY AND LEADERSHIP								
Decision/Action	Members	Board of Trustees <i>(may delegate specific tasks)</i>	Finance, Audit & Risk Committee <i>(may delegate specific tasks)</i>	Human Resources, Education & Standards Committee <i>(ad-hoc)</i>	CEO <i>(may delegate specific tasks)</i>	CFO <i>(may delegate specific tasks)</i>	Local Governing Body <i>(may delegate specific tasks)</i>	Headteachers <i>(may delegate specific tasks)</i>
Determine and approve the trust's vision, ethos and strategic objectives.		✓			<A		C	C
Fostering equality, diversity and inclusion across the trust		✓	✓	✓	✓	✓	✓	✓
Approve the key priorities and key performance indicators (KPIs) against which progress towards achieving the trust's vision can be measured		✓			<A			
Ensure delivery of the strategic objectives of the trust		✓	✓	✓	✓	✓	✓	✓
Determine and approve each school's vision, ethos and strategic objectives.		A>			<A>		C	✓
Approve the school's key priorities and key performance indicators (KPIs) against which progress towards achieving the school vision can be measured		C			✓		<A>	✓
<i>For schools Ofsted rated below good and/or where improvements are identified:</i> Approve key priorities and key performance indicators (KPIs) against which progress towards achieving the school vision can be measured		✓			<A		<A>	C
Ensure compliance with all relevant regulations (<i>including charity law, company law, employment law, health and safety, and data protection legislation</i>)		✓	✓	✓	✓	✓	✓	✓

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Ensure that there are appropriate financial controls so that there is regularity, probity and value for money in relation to the management of public funds (Finance Policy and Scheme of Financial Delegation)		✓	✓		✓	✓		✓
Determine the management and governance structure of the trust		✓			<A		C	
Determine a funding model for the trust and individual funding models for the schools <i>(funding models will be designed to secure the trust's financial health in the short and long term)</i>		✓	<A		<A	<A	€	C
Approve the financial management structure for the trust including: 1. Setting the central spend/top slice and reviewing annually 2. Determining the proportion of the overall budget to be delegated to each school (including uses of contingency funds/ balances)		✓	<A		<A	<A		
Determine the central services provided to the schools by the trust		✓	<A		✓	<A		C

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Create and maintain the business risk register for the trust			C		C	✓	C	C
Approve the business risk register for the trust. Review and ensure effective management.		✓	✓		<A	<A	<A (schools)	<A (schools)
Ensure effective engagement with stakeholders (MAT)		✓			✓			
Ensure effective engagement with stakeholders (school)					A>		✓	✓
Set policy in relation to the terms and conditions of employment for all staff (including holiday entitlements, sickness absence etc.)		✓		<A	<A	<A		
Approve the trust budget plan to support the delivery of trust key priorities.		✓	<A		<A	<A		
Approve the school budget plan to support the delivery of school key priorities (within delegated financial authority)		✓	<A		<A>	<A>		✓
Determine the organisational structure		✓	<A		<A	<A		
Determine each school's staffing structure within delegated financial authority and subject to long-term budget implications (collaborative process)			A>		✓	✓	C	✓

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Ensure effective engagement with parents and community		✓					✓	✓
Determine auditing and reporting arrangements for matters of compliance (e.g. safeguarding, H&S, employment)		✓			<A	<A		

GOVERNANCE FRAMEWORK								
Decision/Action	Members	Board of Trustees <i>(may delegate specific tasks)</i>	Finance, Audit & Risk Committee <i>(may delegate specific tasks)</i>	Human Resources, Education & Standards Committee <i>(ad-hoc)</i>	CEO <i>(may delegate specific tasks)</i>	CFO <i>(may delegate specific tasks)</i>	Local Governing Body <i>(may delegate specific tasks)</i>	Headteachers <i>(may delegate specific tasks)</i>
Approve the Articles of Association <i>(review annually)</i>	✓	<A						
Review and approve the governance structure of the trust <i>(review annually)</i>		✓			<A			
Review & approve the Scheme of Delegation for the trust <i>(review annually)</i>		✓			<A	<A		
Review & approve the constitution and terms of reference for the trust (including the LGBs and other standing committees) <i>(review annually)</i>		✓			<A		C <i>(governors)</i>	C <i>(governors)</i>

GOVERNANCE FRAMEWORK								
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Approve the constitution and terms of reference/policy abidance for ad-hoc governance committees in accordance with the relevant procedures (e.g. appeals)		✓ <i>(trustees)</i>					✓ <i>(governors)</i>	
Appoint or remove trustees <i>(see Articles of Association)</i> <i>Note: Members will appoint the majority of trustees. The trustees may co-opt some trustees. Some trustees may be elected by parents. See Articles of Association</i>	✓	✓						
Appoint co-opted governors <i>(see Articles of Association)</i>		✓					✓	
Appoint parent governors <i>(see Articles of Association)</i> <i>Appoint via parent election or a selection process if an election is unsuccessful</i>		✓					✓	
Remove trustees or governors from holding office <i>(see Articles of Association)</i>	✓	✓					<A	
Appoint or remove the chair of the board of trustees <i>(see Articles of Association)</i>		✓						
Appoint the chair of the Finance, Audit & Risk Committee		C	✓		<A			

GOVERNANCE FRAMEWORK								
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Remove the chair of the Finance, Audit & Risk Committee		✓	C					
Appoint the chair of the HR, Education & Standards Committee (ad-hoc committee)		C		✓	<A			
Remove the chair of the HR, Education & Standards Committee (ad-hoc committee)		✓		C				
Appoint or remove the chair of the LGB		✓			<A		C	
Appoint or remove the chairs of LGB committees as required							✓	
Approve roles descriptions for members	✓	<A			<A			
Approve role descriptions for trustees		✓			<A			
Approve role descriptions for governors		✓			<A			C
Appoint the governance professional for the board of trustees		✓			<A			
Appoint the governance professional for each local governing body		✓			<A>		C	C
Setting expectations for trustee and governor conduct		✓						
Ensuring appointment checks, induction and training for non-executive leaders		✓			✓			✓

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<p>Ensure the skill sets of trustees and governors meet the needs of the trust, <i>(including a trustee with a financial skill set)</i>.</p> <p>Update skills audit annually and on appointment. <i>Use to inform recruitment, allocation of roles & responsibilities and succession planning.</i></p>		✓ (trustees)					✓ (governors)	
<p>Appoint 'link' trustees</p> <p>Roles:</p> <ul style="list-style-type: none"> Safeguarding (statutory) SEND (DfE 'should have') – includes accessibility and inclusion) <p>Optional:</p> <ul style="list-style-type: none"> Health & Safety Equality & Diversity Staffing & performance management 		✓	C	C				
<p>Appoint 'link' governors</p> <p>Roles:</p> <ul style="list-style-type: none"> Safeguarding (including Filtering & Monitoring) The PREVENT Duty SEND Health & Safety Equality & Diversity Accessibility Looked After Children Anti-bullying 							✓	✓

GOVERNANCE FRAMEWORK								
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<p><i>For schools Ofsted rated below good and/or where improvements are identified:</i></p> <p>Appoint governors into 'link governor' roles</p> <p>Roles:</p> <ul style="list-style-type: none"> • Safeguarding • The PREVENT Duty • SEND • Health & Safety • Equality & Diversity • Accessibility • Looked After Children • Anti-bullying 		✓					<A	
Complete annual self-review of the board of trustees and committees. <i>Submit to members</i>		✓	C		C			
Complete annual self-review of the local governing body.							✓	
Approve arrangements for the oversight and monitoring of trustees	✓	C						
Approve arrangements for the oversight and monitoring of local governors		✓					C	
360° Review of chair role: carry out periodically (BofD and AGB)		✓					✓	

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Plan for external reviews of governance <i>(TB and LGB)</i> <i>(consider periodically)</i>		✓			C		C	
Determine the annual schedule of governance business for the board of trustees		✓			<A			
Determine the annual schedule of business for the Finance, Audit & Risk Committee		✓	C		<A	<A		
Determine the schedule of business for the HR, Education & Standards Committee (as required) (ad-hoc committee)		✓		C	<A	<A		
Determine the annual schedule of business for the LGBs		✓			<A>	<A>	C	<A
Produce the annual report and annual accounts Submit to: <ul style="list-style-type: none"> Members ESFA (31 Dec) Companies House (31 May) Publish on website (31 Jan)		✓			✓ (Accounting Officer)	✓		
Ensure submission and appropriate approval of all reports and returns required by the ESFA		✓			✓ (Accounting Officer)	✓		

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<p>Review and approve (or delegate the approval of) trust-wide policies which reflect the trust's ethos and values and meet statutory requirements.</p> <p><i>See list of MAT policies, and delegated approval list & review plan</i></p> <p>NB:</p> <p>1. The board of trustees determines which policies should be put in place at the trust level. All other policies will be at school level)</p> <p>2. Facilitate discussions with unions where appropriate</p>		✓	✓	<A	<A	<A		
<p>Review and approve (or delegate the approval of) school policies to meet statutory requirements.</p> <p><i>See list of MAT policies, and delegated approval list & review plan</i></p> <p><i>See each school's list of school-level policies</i></p>							✓	✓

EDUCATION & CURRICULUM								
Decision/Action	Members	Board of Trustees <i>(may delegate specific tasks)</i>	Finance, Audit & Risk Committee <i>(may delegate specific tasks)</i>	Human Resources, Education & Standards Committee <i>(ad-hoc)</i>	CEO <i>(may delegate specific tasks)</i>	CFO <i>(may delegate specific tasks)</i>	Local Governing Body <i>(may delegate specific tasks)</i>	Headteachers <i>(may delegate specific tasks)</i>
Set the overarching trust approach to curriculum & assessment, with regard to statutory requirements <i>(CEO will deliver at operational level)</i>		✓		<A	<A>			<A
Create and approve the School Improvement/Development Plan for each school. <i>Update annually, in line with the strategic aims of the trust (teaching and learning, equalities, accessibility etc.)</i>					A>		C	✓
Monitor and review the delivery of the objectives set out in the School Improvement/Development Plan. <i>Review at each LGB meeting</i>					✓		✓	✓
Ensure appropriate levels of support, challenge and intervention are in place to support the quality of teaching and delivery of education outcomes		✓			✓		✓	✓
Determine the curriculum for each school & review its effectiveness					✓		C	✓
Ensure that the statutory requirements for children with special needs are met, that they are given support for learning and the curriculum offer for this group of pupils is ambitious.		✓			✓		✓	✓

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Ensure that the statutory requirements of curricular content e.g. RSE & Health Education are delivered consistently		✓			✓		✓	✓
<p>Ensure the Pupil Premium and Looked After Children funding is spent appropriately (i.e. improving educational outcomes and narrowing the achievement gap)</p> <p><i>(Trustees and governors will review and challenge to ensure value for money/ ROI (return on investment)).</i></p>		✓			✓		✓	✓
Ensure collective worship arrangements meet statutory requirements (for schools without religious character).							✓	✓
<p>Approve the overarching admissions policy for the trust.</p> <p><i>Notes:</i></p> <ol style="list-style-type: none"> <i>The board of trustees is the admissions authority for the trust</i> <i>It is currently trust policy that each school participates in the Local Authority co-ordinated scheme</i> 		✓			<A		C	C

EDUCATION & CURRICULUM								
Decision/Action	Members	Board of Trustees (may delegate specific tasks)	Finance, Audit & Risk Committee (may delegate specific tasks)	Human Resources, Education & Standards Committee (ad-hoc)	CEO (may delegate specific tasks)	CFO (may delegate specific tasks)	Local Governing Body (may delegate specific tasks)	Headteachers (may delegate specific tasks)
Review & approve the PAN and intake admissions criteria for each school. <i>Note:</i> 1. <i>Headteachers submit any proposed changes and consult to meet statutory requirements</i> 2. <i>LGBs review & confirm proposals</i> 3. <i>Trustees approve in their role as the admissions authority.</i>		✓			<A>		C	C
Administer and make intake admission arrangements/decisions <i>Note: It is trust policy that each school participates in their Local Authority co-ordinated scheme</i>					A>			✓
Administer and make in-year admission arrangements/decisions <i>Note: It is trust policy that each school participates in their Local Authority co-ordinated scheme</i>					A>			✓
Administer admission appeals casework <i>Note: Appeals Panels must be independent (see Admissions Policy)</i>					A>			✓
Ensure compliance with SEND Code of Practice		✓			✓		✓	✓

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Evaluate the performance of the schools by: <ul style="list-style-type: none"> ▪ Reviewing progress against SDP/SIP objectives ▪ Holding each school's leadership to account for academic performance, curricular offer, quality of care and quality of provision ▪ Monitoring the overall effectiveness and efficiency of leadership and management at the schools ▪ Receiving reports on the quality of teaching and learning and making recommendations to the board of trustees. 		✓			✓		✓	✓
Carry out the school self-evaluation (SEF) processes for schools with a capacity staging judgement of A or B, identifying the areas for improvement with particular regard to outcomes and success criteria. Report to the Trust Board					C		C	✓
Carry out the school self-evaluation (SEF) processes for schools with a capacity staging judgement of C or D, identifying the areas for improvement with particular regard to outcomes and success criteria. Report to the Trust Board					A>		C	✓

EDUCATION & CURRICULUM								
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Review priorities <i>Consider the aims and priorities for raising standards of achievement in each of the schools' strategic plans.</i>					✓ <i>(through school QA activities)</i>		✓	✓
Report termly to the LGBs and the board of trustees on school educational performance <i>Notes:</i> 1. <i>Headteachers report to the CEO and LGB</i> 2. <i>CEO reports to the board of trustees</i>					✓			✓
Ensure that each school is meeting statutory requirements with regard to their statutory responsibilities e.g. attendance, punctuality, discipline.		✓			✓		✓	✓
Report on pupil issues (including attendance, exclusions, punctuality and disciplinary matters) for each school) <i>Notes:</i> 1. <i>Headteachers report to the CEO and LGB</i> 2. <i>CEO reports to the board of trustees</i>					✓			✓
Ensure the provision of free school meals to those meeting the criteria								✓

EDUCATION & CURRICULUM								
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Provide support to the schools during an Ofsted Inspection <ul style="list-style-type: none"> ▪ The board of trustees will liaise with Ofsted where MAT is inspected ▪ The board of trustees will assist with a school inspection. ▪ The CEO will ensure the trust is prepared for inspection and manage the process from a trust perspective ▪ The CEO will support the LGBs and headteachers for individual school inspections 		✓			✓		✓	

ENSURING FINANCIAL PROBITY								
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Ensure compliance with all obligations as set out in the Funding Agreement, the Academy Trust Handbook and as set by the ESFA		✓	✓		✓	✓		✓

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Establish a financial controls framework (including policies and procedures) to ensure compliance with the trust's financial and reporting requirements		✓	C		✓	<A		
Approve the trust's scheme of financial delegation (setting delegated authority limits for financial transactions). Monitor compliance and review annually		✓	C		<A	<A		
Appoint Chief Financial Officer (CFO) <i>(responsible for delivery of the trust's detailed accounting processes)</i>		✓	<A		<A			
Appoint the Accounting Officer (CEO)		✓	<A					
Appoint the Finance, Audit & Risk Committee		✓						
Appoint internal auditors			✓		<A	<A		
Recommend the appointment of external auditors to the members		✓	<A			<A		
Appoint external auditors	✓							
Receive the external auditors' report	✓	✓	<A		<A	✓		
Ensure implementation of audit recommendations			✓		✓	✓		✓
Prepare the annual report and accounts					✓	<A		

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Approve the annual report and accounts		✓			✓			
Approve the establishment of bank accounts and approve bank mandates in the name of the trust			✓		<A	<A		
Determine an investment policy in line with the Academy Trust Handbook and the trust's scheme of financial delegation		✓	C		<A	<A		
Formulate the trust's annual budget					C	✓		
Approve the trust's annual budget		✓	<A		<A	<A		
Formulate each school's annual budget					A>	✓		✓
Approve each school's annual budget		✓	<A		<A	<A		
Ensure expenditure is managed in line with the annual budgets and financial controls framework		✓	<A			<A		
Manage expenditure in line with the annual budgets. <i>(see Scheme of Financial Delegation)</i>					✓ (trust including schools & executive team)	✓ (trust including schools & executive team)		✓ (school)
Set reporting requirements to inform budget monitoring and oversight			✓		C	C		

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Produce monthly financial reports for the board of trustees To include: <ul style="list-style-type: none"> Management accounts Balance sheet Cashflow Forecasts <i>Note:</i> <i>Report to the board any material issues with delivery against the annual budget and matters of concern</i>						✓		
Develop trust-wide procurement strategies and efficiency savings programme in accordance with the Scheme of Financial Delegation			A>		✓	✓		C
Review and approve trust-wide procurement strategies and an efficiency savings programme in accordance with the Scheme of Financial Delegation			✓		✓	✓		
Conduct regular financial benchmarking					✓	✓		
Ensure robust benchmarking to inform financial decision-making			✓		<A	<A		
Ensure value for money in all financial decision making <i>(delegated approvals in accordance with the Scheme of Financial Delegation)</i>		✓	✓		✓	✓		✓

ENSURING FINANCIAL PROBITY								
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Ensure that a register of business interests is maintained for the trust & each school and effective procedures are in place to deal with any conflicts of interest and related party transactions		✓				✓	✓	

HUMAN RESOURCES (HR)								
Decision/Action	Members	Board of Trustees (may delegate specific tasks)	Finance, Audit & Risk Committee (may delegate specific tasks)	Human Resources, Education & Standards Committee (ad-hoc)	CEO (may delegate specific tasks)	CFO (may delegate specific tasks)	Local Governing Body (may delegate specific tasks)	Headteachers (may delegate specific tasks)
Appoint Chief Executive Officer (CEO)/Accounting Officer		✓						
Appoint the CFO and other senior executive team staff <i>(in accordance with the approved staffing structure)</i>		✓			<A			
Appoint senior executive team staff and the headteachers at each school <i>(in accordance with the approved staffing structure)</i> <i>Notes: Approval to fill a vacancy is given by the Board of Trustees.</i> <i>Selection of the successful candidate is delegated to the CEO or an appointment panel convened for the</i>		✓			✓<A	C	<A	

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<i>purpose. The appointment panel will usually include the CEO and/or a senior executive lead, and a local governor (where a local governing body is established). It may also include a trustee. a senior trust representative trustee. All appointments of this nature will be reported to the board of trustees.</i>								
Appoint executive team staff - excluding senior positions <i>(in accordance with the approved staffing structure)</i>					✓	C		
Appoint school leadership team (SLT) (excluding headteacher) <i>(in accordance with the approved staffing structure)</i> <i>Note: The headteacher may invite a representative of the LGB to be part of the selection and/or interview panel (subject to safer recruitment training)</i>					C	C	C	✓
Appoint school staff (excluding headteacher and SLT) <i>(in accordance with the approved staffing structure)</i> <i>Note: The headteacher may invite a representative of the LGB to be part of the selection and/or interview panel (subject to safer recruitment training)</i>						C	A>	✓

HUMAN RESOURCES (HR)								
Decision/Action	Members	Board of Trustees <i>(may delegate specific tasks)</i>	Finance, Audit & Risk Committee <i>(may delegate specific tasks)</i>	Human Resources, Education & Standards Committee <i>(ad-hoc)</i>	CEO <i>(may delegate specific tasks)</i>	CFO <i>(may delegate specific tasks)</i>	Local Governing Body <i>(may delegate specific tasks)</i>	Headteachers <i>(may delegate specific tasks)</i>
<p>Approval of trust-wide HR policies <i>(in accordance with all appropriate legislation)</i></p> <p>Policies will include:</p> <ul style="list-style-type: none"> • Safer recruitment • Staff disciplinary • Staff appraisal & capability • Staff grievance • Staff absence 		✓			<A			C
Overseeing staff wellbeing, workload and working conditions		✓			✓		✓	✓
<p>Determine trust-wide pay policy</p> <p><i>Note: the current policy is to follow National Pay Agreements for teaching & support staff</i></p>		✓			<A	<A		
<p>Performance management of the CEO including setting appraisal objectives, pay reviews, and administering the capability procedure.</p> <p><i>Note: All actions in line with the trust's pay, appraisal and capability policies and statutory requirements. HR advice to be sought as appropriate.</i></p>		✓						C

HUMAN RESOURCES (HR)								
Decision/Action	Members	Board of Trustees (may delegate specific tasks)	Finance, Audit & Risk Committee (may delegate specific tasks)	Human Resources, Education & Standards Committee (ad-hoc)	CEO (may delegate specific tasks)	CFO (may delegate specific tasks)	Local Governing Body (may delegate specific tasks)	Headteachers (may delegate specific tasks)
Performance management of the executive team staff including setting appraisal objectives, pay reviews, and administering the capability procedure. <i>Note: All actions in line with the trust's pay, appraisal and capability policies and statutory requirements. HR advice to be sought as appropriate.</i>					✓			
Performance management of the headteachers including setting appraisal objectives, pay reviews, and administering the capability procedure. <i>Note: All actions in line with the trust's pay, appraisal and capability policies and statutory requirements. HR advice to be sought as appropriate.</i>					✓			C
Performance management of school staff including setting appraisal objectives, pay reviews, and administering the capability procedure. <i>Note: All actions in line with the trust's pay, appraisal and capability policies and statutory requirements. HR advice to be sought as appropriate.</i> <i>NB: Headteacher's may delegate line management responsibilities to senior members of staff</i>								✓
Approve CEO pay award (following benchmarking activities, seek external consultancy advice as required)		✓				<A		
Approve executive team staff pay awards (outside normal incremental pay rises)		✓			<A	<A		

HUMAN RESOURCES (HR)								
Decision/Action	Members	Board of Trustees (may delegate specific tasks)	Finance, Audit & Risk Committee (may delegate specific tasks)	Human Resources, Education & Standards Committee (ad-hoc)	CEO (may delegate specific tasks)	CFO (may delegate specific tasks)	Local Governing Body (may delegate specific tasks)	Headteachers (may delegate specific tasks)
Approve headteachers' pay award (outside normal incremental pay rises)		✓			<A	<A		
Approve school staff pay awards in accordance with the relevant Pay Policy.								✓
Conduct the disciplinary procedures in relation to the CEO. <i>HR advice to be sought as appropriate</i>		✓						
Conduct the disciplinary procedures in relation to the headteacher and executive trust staff (except headteachers). <i>HR advice to be sought as appropriate</i>					✓			
Conduct the disciplinary procedures in relation to school staff (except headteachers). <i>HR advice to be sought as appropriate</i>								✓
Authorise the suspension and reinstatement (after suspension) of a member of staff. <i>HR advice to be sought as appropriate</i>					✓			✓
Dismissal of all staff (in accordance with the trust's disciplinary, capability and probationary policies). <i>HR advice to be sought as appropriate</i> <i>Note: The decision to dismiss is delegated to the panel formed for the purpose in accordance with the relevant policy. An independent Appeal Panel may be required.</i>		✓			✓			✓ (probationary policy)

OPERATIONS								
Decision/Action	Members	Board of Trustees <i>(may delegate specific tasks)</i>	Finance, Audit & Risk Committee <i>(may delegate specific tasks)</i>	Human Resources, Education & Standards Committee <i>(ad-hoc)</i>	CEO <i>(may delegate specific tasks)</i>	CFO <i>(may delegate specific tasks)</i>	Local Governing Body <i>(may delegate specific tasks)</i>	Headteachers <i>(may delegate specific tasks)</i>
Approve and review the asset management and maintenance strategy and review		✓	<A			<A		
Approve change of use of assets		✓	<A		<A	<A		C
Ensure appropriate insurance arrangements are in place for the trust.			✓		<A	<A		
Determine the opening & closing times for the schools		✓			<A			<A
Determine the term dates and length of the school day for each school		✓			<A			<A
Determine the INSET dates for each school (annual trust-wide date(s) to be agreed with the CEO).					A>			✓
Setting the uniform policy for each school					C			✓
Ensure the trust website complies with statutory requirements for the publication of information		✓			✓	<A		

OPERATIONS								
Decision/Action	Members	Board of Trustees <i>(may delegate specific tasks)</i>	Finance, Audit & Risk Committee <i>(may delegate specific tasks)</i>	Human Resources, Education & Standards Committee <i>(ad-hoc)</i>	CEO <i>(may delegate specific tasks)</i>	CFO <i>(may delegate specific tasks)</i>	Local Governing Body <i>(may delegate specific tasks)</i>	Headteachers <i>(may delegate specific tasks)</i>
Ensure each school's website complies with statutory requirements for the publication of information					A>		✓	✓
Authorise the suspension or permanent exclusion of a pupil in accordance with statutory requirements (as set out in the Suspension and Exclusion Policy)								✓
Form an exclusion panel to consider a suspension or permanent exclusion in accordance with statutory requirements (as set out in the Suspension and Exclusion Policy)							✓	
Conduct complaints in accordance with the trust complaints policy. <ul style="list-style-type: none"> Form a review panel to consider Stage 2 complaints Form an appeal panel to consider the decision of the review panel 		✓			✓		✓	✓
Ensure effective information management systems are in place (including adopting and following policies for information security) and compliance with the Freedom of Information and Data Protection legislation.		✓			✓	<A		C

OPERATIONS								
Decision/Action	Members	Board of Trustees <i>(may delegate specific tasks)</i>	Finance, Audit & Risk Committee <i>(may delegate specific tasks)</i>	Human Resources, Education & Standards Committee <i>(ad-hoc)</i>	CEO <i>(may delegate specific tasks)</i>	CFO <i>(may delegate specific tasks)</i>	Local Governing Body <i>(may delegate specific tasks)</i>	Headteachers <i>(may delegate specific tasks)</i>
Oversee the effectiveness of services provided centrally by the trust					✓	✓		C
<p>Ensure that the trust and each school have effective safeguarding arrangements which comply with all statutory guidance including:</p> <ol style="list-style-type: none"> 1. Ensuring each school has a safeguarding policy which is reviewed annually in line with KCSiE 2. Ensuring each school has an appointed Designated Safeguarding Lead (DSL) 3. Ensuring each school has effective recording and reporting procedures 4. Maintenance of the single central record. 5. Ensuring that 'Safer Recruitment' practices are followed 6. Ensuring effective training for all staff, governors and volunteers 		✓			✓		✓	
Determine use of the trust's premises		✓			<A	<A	C	C
Authorise rentals and leases of school premises in accordance with the trust Scheme of Financial Delegation					✓	<A>		✓

OPERATIONS								
Decision/Action	Members	Board of Trustees <i>(may delegate specific tasks)</i>	Finance, Audit & Risk Committee <i>(may delegate specific tasks)</i>	Human Resources, Education & Standards Committee <i>(ad-hoc)</i>	CEO <i>(may delegate specific tasks)</i>	CFO <i>(may delegate specific tasks)</i>	Local Governing Body <i>(may delegate specific tasks)</i>	Headteachers <i>(may delegate specific tasks)</i>
Acquire and dispose of trust assets, land and premises (including leasehold) in accordance with the trust's Financial Management Policy, the Scheme of Financial Delegation and the Academy Trust Handbook. Note: ESFA approval required for some acquisitions and disposals		✓			<A	<A	C	C
Approve the change of use of assets in accordance with the trust's Financial Management Policy, the Scheme of Financial Delegation and the Academy Trust Handbook.		✓			<A	<A	C	C
Ensure effective premises management and compliance with statutory requirements		✓	✓		✓	✓	✓ (school)	✓
Fulfil statutory requirements for checks, tests and maintenance of records to maintain school premises and ensure site safety.								✓
Ensure effective health & safety management at school level and compliance with statutory requirements		✓			✓	✓	✓	✓

OPERATIONS								
Decision/Action	Members	Board of Trustees <i>(may delegate specific tasks)</i>	Finance, Audit & Risk Committee <i>(may delegate specific tasks)</i>	Human Resources, Education & Standards Committee <i>(ad-hoc)</i>	CEO <i>(may delegate specific tasks)</i>	CFO <i>(may delegate specific tasks)</i>	Local Governing Body <i>(may delegate specific tasks)</i>	Headteachers <i>(may delegate specific tasks)</i>
Fulfil statutory requirements for effective health & safety management including the completion of annual audits, follow-up actions and annual quality assurance reports to trustees in the summer term.								✓
<p>Authorise whole school or class closures in order to ensure the safety of staff and pupils.</p> <p><i>Note:</i></p> <p><i>Circumstances will include:</i></p> <ul style="list-style-type: none"> • <i>Industrial action by staff</i> • <i>Extreme weather conditions</i> • <i>Unsafe premises</i> • <i>Insufficient staff on premises</i> • <i>'Acts of God' making premises unsafe</i> • <i>A 'critical incident'</i> <p><i>All decisions must be notified to the CEO, LGB, and board of trustees</i></p>								✓

Key

✓	Action to be undertaken at this level
A	Provide advice and support to those accountable for decision making
C	Consult with
< >	The direction of advice and support
LGB	Local Governing Body
CEO	Chief Executive Officer
CFO	Chief Financial Officer

Notes:

In this Scheme the phrases used above have the following meanings:

Deliver/delivery: An individual/group has responsibility for undertaking a particular task delegated to them and reporting on its delivery at suitable intervals. In the case of the CEO this will be at trust level. In the case of the headteacher this will be at school level. In both cases, it may be that the CEO or headteacher delegates the particular task to an individual or group better positioned to perform the operation and/or with an appropriate skills set.

Determine: An individual/group has delegated responsibility for ensuring that the particular task is completed and determining how the trust or schools should undertake the task including determining appropriate milestones and targets to be reported against.

Report: An individual/group has delegated responsibility for reporting on the delivery of tasks.

Review: An individual/group has delegated responsibility for reviewing whether a particular task is being carried out satisfactorily and where appropriate requiring action to be taken to ensure task is delivered appropriately.