

This scheme of delegation sets out how the Trust Board has decided how it delegates certain functions to its Committees, individual trustees and the Principal.

Decision Level Key

Level 1: Full trust Board (FTB)

Level 2: A committee or panel of the Trust Board

Level 3: A individual trustee or the clerk

Level 4: School Principal

Bold Tick: Action taken at this level

Grey tick: Support action provided at this level

Column Blank: Action could be taken by this level

Column Shaded: Function cannot be carried out at this level

The Trust Board as a whole is responsible for any decision delegated. Any decisions taken must therefore be reported back to the Trust Board by the delegated to forum/individual at the first available opportunity.

Key Function	No.	Task	Decision Level				We have Delegated this task to:
			1	2	3	4	
Admissions	1	Determine the school's admissions arrangements annually, including the published admission number (PAN) and the oversubscription criteria	✓				
	2	Ensure the school's admissions arrangements comply with the School Admissions Code and are fair, clear and objective	✓				
	3	Carry out consultation where changes to admissions arrangements are proposed or the trust board has not consulted on their arrangements in the last seven years	✓				
Audit & Risk	4	Agree a strategy and framework for the management of risk	✓				
	5	Recommend appointment of an internal scrutiny provider to the Full Trust Board (FTB)		✓			The Audit & Risk Committee
	6	Approve the appointment of an internal scrutiny provider	✓				
	7	Ensure termly internal scrutiny reviews are conducted in line with the ESFA's academies internal scrutiny direction and any recommendations are acted upon		✓			The Audit & Risk Committee
	8	Regularly review the risk register in line with agreed review cycle	✓	✓			The Audit & Risk Committee reviews and recommends for FTB approval.
	9	Annually review the Business Continuity Plan in line with agreed review cycle	✓	✓			The Audit & Risk Committee reviews and recommends for FTB approval.
Changes to The School Day	10	Approve any changes to the length and start and finish timing of the school day	✓				
	11	Approve the dates of school terms and holidays ensuring that the school meets for 380 sessions in a school year	✓				
Curriculum	12	Ensure the school teaches a broad and balanced curriculum to the age of 16				✓	
	13	Ensure all pupils at the school are provided with independent careers guidance from year 8 to year 13			✓	✓	Careers Link Trustee
	14	Designate a member of the FTB to have oversight of the school's arrangements for Careers	✓				
	15	Approve any changes significant changes to the curriculum offering e.g. whether subjects are deleted or added.	✓	✓			The Quality of Education Committee recommends changes for approval by the FTB
	16	Establish a framework for the review and continuous improvement of educational provision	✓				
	17	Monitor the overall quality of teaching and the progress & attainment of all students		✓			The Quality of Education Committee
Data Management	18	Approve the General Data Protection Regulation (GDPR) policy	✓				
	19	Ensure that statutory General Data Protection Regulation requirements and the Trust's GDPR Policy are complied with				✓	
	20	Appoint a General Data Protection Regulation (GDPR) officer				✓	
	21	Ensure there is a financial scheme of delegation and robust financial policies and procedures in place		✓			The Finance Committee
	22	Ensure the financial scheme of delegation, financial policies and procedures and the Academies Financial Handbook are complied with		✓			The Audit & Risk Committee

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Finance	23	Appoint a senior executive leader as the accounting officer for the trust and a chief financial officer	✓					
	24	Approve a balanced budget each financial year and submit to the ESFA	✓					
	25	Approve a 3yr budget projection each financial year and submit to the ESFA	✓					
Finance continued	26	Approve any mid year adjustments to the budget each financial year as part of the six month interim budget review process	✓					
	27	Make day-to-day spending decisions in line with the approved budget and the limits detailed in the Finance policy and procedures				✓		
	28	Recommend appointment of a registered statutory auditor		✓			The appointment of external auditors is approved by the members on the recommendation of the Audit & Risk Committee	
	29	Prepare annual financial statements in line with the ESFA's academies accounts direction		✓			The Finance Committee	
	30	Review the annual financial statements in line with the ESFA's academies accounts direction		✓			Audit & Risk Committees	
	31	Approve the annual accounts and ensure that they are filed with ESFA and Companies House in line with statutory requirements	✓					
	32	Monitor and review monthly financial management information	✓	✓			This information is reviewed by the Trust Chair and the Finance Committee monthly, and the FTB six times a year. All trustees have access to the monthly management accounts.	
	33	Participate in annual accounts consolidation exercises as communicated by the Department for Education		✓			The Finance and Audit & Risk Committees depending on the specific issues arising	
	34	Refer potentially novel and contentious transactions to Education and Skills Funding Agency (ESFA) for explicit prior authorisation	✓					
	35	Ensure that the trust has adequate insurance cover or has opted into the academies risk protection arrangement	✓	✓			The Finance Committee recommends to the FTB for approval	
	36	Monitor the impact of school premium funding (such as pupil premium, catch-up funding)		✓			The Quality of Education Committee	
	37	Maintain a fixed asset register				✓		
	38	Maintain and regularly review a list of contracts		✓			The Finance Committee	
	39	Approve contracts other than where expressly delegated in line with approved policies, projects/programmes or that are within approved budgets	✓					
	40	Approve major capital programmes and projects	✓					
	Governance Arrangements	41	Monitor progress against the strategic plan	✓				
		42	Agree the terms of reference of the Board of Trustees.	✓				
43		Hold full trust board meetings at least 3 times a year and an AGM annually.	✓					
44		Elect (and remove) a chair and vice-chair of trustees	✓					
45		Appoint (and remove) co-opted trustees	✓					
46		Appoint (and dismiss) a Trust clerk	✓					
47		Determine the constitution, membership and terms of reference of any committee it decides to establish and review this annually.	✓					
48		Review and approve the overall scheme of delegation annually	✓					
49		Delegate functions to committees and individuals in line with the scheme of delegation	✓					
50		Provide regular reports to the FTB on monitoring, recommendations and information on delegated decisions		✓	✓	✓		
51		Appoint or elect (and remove) a chair for each committee		✓			Committee Chairs and Vice-chairs are elected by individual committees.	
52		Ensure meeting minutes are taken, approved and readily available in line with procedure			✓		Responsibility is delegated to the Trust clerk	

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	53	Maintain a trustee induction and training programme			✓		The clerk and Trust Chair lead on this task. Each trustee is also responsible for their own development and training
	54	Ensure the required statutory information is published on the school website			✓		Responsibility is delegated to the Trust clerk
	55	Maintain a register of member and trustee business & pecuniary interests and meeting attendance			✓		Responsibility is delegated to the Trust clerk
	56	Ensure all trustees sign the Trustee Code of Conduct annually			✓		Responsibility is delegated to the Trust clerk
	57	Update trustee information on the DfE Get Information About Schools (GIAS) system and at Companies House in line with statutory requirements			✓		Responsibility is delegated to the Trust clerk
	58	Set annual governance objectives and monitor progress in achieving these objectives	✓				
	59	Regularly evaluate the performance of the Full Trust Board, its committees and trustees and action any identified improvements	✓				
Governance Arrangements cont'd	60	Ensure adequate trustee succession planning is in place			✓		The clerk and Trust Chair lead on this task.
	61	Maintain a trustee induction and training programme			✓		The clerk and Trust Chair lead on this task. Each trustee is also responsible for their own development and training
	62	Check that all statutory policies and documents are in place	✓	✓			Responsibility is delegated to Committees in specific cases
	63	Ensure all necessary non-statutory school policies are in place	✓	✓			Responsibility is delegated to Committees in specific cases
	64	Ensure that policies are regularly reviewed and approved in line with the policy register review cycle	✓	✓			Responsibility is delegated to Committees in specified cases as per the policy register
Health & Safety and Wellbeing	65	Monitor the implementation of the health and safety policy		✓			The Audit & Risk Committee
	66	Ensure Health & Safety regulations are followed				✓	
	67	Ensure there is an appointed person in charge of first aid				✓	
Pupil wellbeing	68	Ensure the provision of free school meals to those pupils meeting the criteria				✓	
	69	Appoint a designated teacher to promote the educational achievement of looked after children (LAC) and post-LAC and that they undertake appropriate training				✓	
	70	Ensure the school complies with the Equality Act 2010 and the Public Sector Equality Duty and publishes equality objectives and information about how it is doing this	✓				
	71	Make arrangements for supporting students with medical conditions				✓	
Safeguarding	72	Check that the school complies with statutory guidance on child protection and safeguarding		✓			The Welfare & Safeguarding Committee
	73	Ensure that safeguarding arrangements take into account the procedures and practice of the LA, as part of inter-agency safeguarding procedures set up by the Local Safeguarding Children Board				✓	
	74	Ensure a member of the board is nominated to liaise with the designated officer(s) from the relevant local authority and partner agencies if allegations are made against the Principal	✓				
	75	Monitor the implementation of the child protection policy	✓	✓	✓		Support provided by Welfare & Safeguarding Committee and Link Trustee for Safeguarding
	76	Appoint a member(s) of staff to be the designated safeguarding lead				✓	
	77	Ensure that effective support is provided for any employee facing an allegation	✓			✓	Delegated to the Principal unless the allegation is against the Principal
	78	Designate a member of the FTB to have oversight of the school's arrangements for SEND	✓				
	79	Ensure that the necessary special education provision is made for any pupil who has SEN, and monitor its effectiveness		✓	✓		The Quality of Education Committee and SEN Link Trustee
	80	Ensure that parents are notified by the school when special educational provision is being made for their child				✓	

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Special Educational Needs (SEND) and Inclusion	81	Ensure the school produces and publishes online its school SEN information report				✓	
	82	Co-operate with the local authority in developing the local offer				✓	
	83	Ensure the school follows the statutory SEND Code of Practice				✓	
	84	Ensure that there is a qualified teacher as the special educational needs co-ordinator (SENCO) for the school				✓	
	85	Ensure that teachers in the school are aware of the importance of identifying pupils who have SEN and providing appropriate teaching				✓	
	86	Ensure there is an accessibility plan and review in line with policy		✓			The Welfare & Safeguarding Committee
Staffing Matters	87	Appoint a principal, vice principal, assistant principal, chief executive or chief financial officer	✓				Trustee representation on Recruitment Panel
	88	Appoint teachers and support staff				✓	Trustees may sit on interview panels depending on the seniority and /or nature of the vacancy
	89	Ensure safer recruitment procedures are applied (for example, disclosure and barring checks)	✓				
	90	Maintain a central record of recruitment and vetting checks				✓	
	91	Ensure employment law and guidance is being followed	✓				The People Committee
	92	Ensure there a whistleblowing policy in place to enable staff, trustees, members and individuals in the community to highlight concerns	✓				
Staffing Matters cont'd	93	Approve staffing and organisational structure changes which are outside of budget or may result in redundancies	✓	✓			Dependent on scale of change. Minor changes can be recommended by the People Committee and approved by the Finance Committee
	94	Monitor staff morale and wellbeing		✓			The People Committee
	95	Ensure succession planning is in place		✓			The People Committee
	96	Ensure performance management is conducted in line with agreed policy				✓	
	97	Appoint a panel to carry out the Principal's appraisal		✓			The People Committee
	98	Monitor the effectiveness of performance management processes		✓			The People Committee
	99	Agree a pay policy	✓	✓			Recommended to FTB for approval by the People Committee
	100	Approve pay and progression recommendations in line with pay policy and legal requirements		✓			The People Committee
	101	Determine dismissal payments and early retirement		✓			The People Committee
	102	Ensure that staff disciplinary issues are managed in line with approved policies				✓	
	103	Constitute a trustee staff disciplinary panel in line with policy where required	✓				This task can be delegated to the chair or vice-chair in cases of urgency.
	104	In disciplinary cases concerning the Principal, put in place arrangements in line with policy	✓				This task can be delegated to the chair or vice-chair in cases of urgency.
	105	Dismiss other staff		✓			Staff Disciplinary Panel
106	Dismiss the Principal	✓					
Stakeholders (including students, parents/carers and the wider community)	107	Agree the Trust's strategy for involving stakeholders to take into account the perspective of key stakeholder groups	✓				
	108	Approve a complaints policy/procedure	✓				
	109	Maintain a complaints register			✓		The clerk
	110	Convene a complaints panel to consider formal complaints about the school and any community facilities or services it provides	✓				This task can be delegated to the chair or vice-chair in cases of urgency
	111	Ensure the school complies with the Freedom of Information Act 2000	✓				
	112	Set the Trust's vision, ethos and strategic direction	✓				
	113	Approve and annually review the 5 Year Strategic Plan and objectives	✓				
	114	Ensure annual strategic priorities and KPI targets are set that include school improvement priorities	✓				

Key Function	No.	Task	Decision Level				We have Delegated this task to:
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Strategy	115	Carry out an annual Self Assessment review and determine school improvement priorities				✓	
	116	Monitor progress against the strategic plan, annual objectives and KPI targets	✓				
	117	Ensure a strategic investment plan is maintained and reviewed at least annually	✓				