



Scheme of Delegation 2026 - 2027

The Board of Trustees has overall legal responsibility for the operation of the Trust and the academies within it.

It is legally responsible and accountable to the DfE to operate and comply with the provisions set out in its constitutional documents and all relevant legislation including Articles of Association, the Master Funding Agreement and the Academies Trust Handbook.

In accordance with the terms of its Articles of Association, the Trust's powers are exercisable by its Trustees with the CEO having executive authority.

Review frequency	Annual
Approved by Trust Board	Autumn 2026
Next review due	

FLOURISHING FUTURES

Summary of Changes

Autumn 2026	Scheme comprehensively reviewed and updated following publication of the Academy Trust Handbook 2026, strengthening governance, inclusion, compliance, health and safety, estates oversight and accountability arrangements across the Trust.
Summer 2026	Decisions on UPS increments will be made in accordance with the Trust Pay Policy. (Oct) Delegated to changed in line with the Pay Policy
Spring 2026	Removal of 8.23 in Staff and Pay: Determine all Pay Ranges
Summer 2025	Added – Appoint Executive Team External Appraiser to Staff and Pay section
Summer 2025	Section 7: Fixed Assets – changed +ESFA to +DfE
Summer 2025	Re-allocated DoE consulted / Decision delegated to
Summer 2025	Added Director of Inclusion (Dir of Inc) to Scheme of Delegation
Summer 2025	Removed Director of Education Role (DoE) from Scheme of Delegation

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Introduction

The Multi Academy Trust is the statutory body and legal entity responsible for all the academies within the Trust. Academies joining our School Trust will promote, contribute and adhere to and be guided by the underlying objectives and principles of the School Trust as agreed by its Trust Board.

The Scheme of Delegation should be read in conjunction with the Trust's Articles of Association and where there is any unintended conflict, the Articles shall take preference. The Trustees have overall responsibility and ultimate decision making for all the work of the School Trust and have the power to direct change if required.

Layers of Governance – Key Roles and Responsibilities

The Role of the Members

The Members are akin to the shareholders of a company and are often referred to as the 'gatekeepers'. The Trust must have at least three members, who cannot be employees of the Trust. They:

- Are the subscribers to the memorandum of association (where they are founding Members)
- May amend the articles of association subject to any restrictions created by the funding agreement or charity law.
- May, by special resolution, appoint new members or remove existing members other than, where there is one, the foundation/sponsor body and any members it has appointed, to ensure the Trust's charitable object is carried out.
- Have powers to appoint trustees as set out in the Trust's articles of association and powers under the Companies Act 2006 to remove trustees if they fail to fulfil their responsibility.
- May, by special resolution, issue direction to the trustees to take a specific action.
- Appoint the Trust's external auditors and receive (but do not sign) the audited annual report and accounts (subject to the Companies Act).
- To receive from the Trust Board an annual report on the performance of the Trust.
- Have the power to change the company's name and, ultimately, wind it up.

The Role of the Trustees

The Trustees are responsible for the general control and management of the administration of the Trust in accordance with the provisions set out in the Memorandum, Articles of Association, and funding agreement. The Board of Trustees is the accountable body for the performance of all Academies within the Trust and as such must:

- Ensure clarity of vision, ethos and strategic direction.
- Hold the Chief Executive Officer to account for the educational performance of the schools and their pupils, and the performance management of staff.
- Oversee the financial performance of the Trust and make sure its money is well spent.

Because Trustees are bound by both charity and company law, the terms 'Trustees' and 'Directors' are often used interchangeably. The Board of Trustees is permitted to exercise all the powers of the Trust, and may delegate responsibility for the day-to-day operations of the Trust to the CEO.

Trustees must apply the highest standards of conduct and ensure robust governance, following the Academy Trust Governance Guide, and ensuring compliance with the Academy Trust Handbook so the Trust has:

- Strategic leadership that sets and champions vision, ethos and strategy
- Accountability that drives up educational standards and financial performance
- People with the right skills, experience, qualities, and capacity
- Structures that reinforce clearly defined roles and responsibilities
- Compliance with statutory and contractual requirements
- Evaluation of governance to monitor and improve its quality and impact.

Trustees have statutory duties. They must comply with the Trust's charitable objects, with company and charity law, and with their contractual obligations under the funding agreement. Company directors' duties are described in sections 170 to 181 of the Companies Act 2006, but in summary are to:

- Act within their powers
- Promote the success of the company
- Exercise independent judgement
- Exercise reasonable care, skill and diligence
- Avoid conflicts of interest
- Not accept benefits from third parties
- Declare interest in proposed transactions or arrangements
- As the employer, the Trust has a range of wider obligations including such matters as employment law and health and safety.

The trustees must ensure regularity and propriety in use of the Trust's funds, and achieve economy, efficiency and effectiveness – the three elements of value for money. The trustees must also take ownership of the Trust's financial sustainability and its ability to operate as a going concern.

The Role of the Accounting Officer

The Board must also appoint, in writing, a named individual as its accounting officer, which in this Trust is the CEO.

The accounting officer role includes specific responsibilities for financial matters. It includes a personal responsibility to Parliament, for the Trust's financial resources. Accounting officers must be able to assure Parliament, and the public, of high standards of probity in the management of public funds, particularly regularity, propriety and value for money. The Academy Trust Handbook lays out the duties and requirements of this role.

The Role of the Chief Executive Officer (CEO)

The CEO is the accounting officer with overall responsibility for the operation of the Trust's financial responsibilities and must ensure that the organisation is run with financial probity, effectiveness and stability, avoiding waste and securing value for money. The CEO has delegated responsibility for the operation of the Trust, including the performance of the Trust's Academies and is responsible for all staff across the Trust.

The Role of the Deputy Chief Executive Officer (Deputy CEO)

The Deputy CEO is accountable to the CEO and has overall responsibility for the education strategy, leadership development and quality of education across the Trust. The Deputy CEO deputises for the CEO as appropriate.

The Role of the Chief Financial Officer (CFO)

The CFO also has an important role in supporting and advising the governing body/board of trustees on all financial matters. The board must appoint an appropriately qualified CFO, who is (and whose job title may instead be) the Trust's finance director, business manager or equivalent, to whom responsibility for the Trust's detailed financial procedures is delegated. The CFO should play both a technical and leadership role. The CFO should be employed by the Trust, and the Trust must obtain prior DfE approval if it is proposing, in exceptional circumstances, to appoint a CFO who will not be an employee.

The Role of Director of Inclusion

The Director of Inclusion is responsible for the overall inclusion strategy, identifying priorities and provision development and quality across the Trust. This includes evaluating the effectiveness of safeguarding, including attendance and behaviour, and SEND. This includes statutory reporting including on Pupil Premium, SEND Offer and Safeguarding data, as well as exercising duties related to Exclusion.

The Role of the Headteacher

The Academy Headteachers are responsible for the day-to-day management of their Academies. Headteachers are directly line managed by the CEO and are accountable to the Trust Board.

The Role of the Ethos & Advisory Committee

Ethos & Advisory Committees are committees of the Trust Board, supporting hubs of local schools, covering Devon, Torbay, and Cornwall. These act as the “eyes and ears” of the Board in the various Academy sites within their geographical area. The Hub has responsibility for:

- monitoring the Academy school improvement plans delivery
- ensuring safeguarding and other Trust policies are adhered to
- ensuring that the pupil development within the academies is rigorous, challenging and always encouraging pupils to develop to their maximum potential
- supporting in-year admissions
- supporting the Complaints Policy process (at Stage 3).

The Role of the Trust Leadership Team (TLT)

The Trust Leadership Team’s purpose is to oversee the day to day running of the Trust, advising the Board on operational matters, holding the Academies and Services to account and ensuring both the educational and operational performance of the Trust accords with the Academy Trust Handbook and Governance Handbook.

The Role of the Governance Professional

The Trust must appoint a governance professional to support the board of trustees who is someone other than a trustee, principal or chief executive of the Trust.

The governance professional helps the efficient functioning of the board by providing:

- Guidance to ensure the Board and Hubs work in compliance with the appropriate legal and regulatory framework and understands the potential consequences of non-compliance.
- Advises on procedural matters relating to the operation of the Board and Hubs.
- Administrative and organisational support.

Key for Trust Committees

ARR Audit, Risk & Resources
 EIS Education, Inclusion & Standards
 A Admissions
 CF Chairs Forum

1. Strategy, Ethos and Culture

FUNCTION	TASK KEY:	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head
	 Decision delegated to (D)  Consulted with (C)								
1.1	Set the Trust vision and values to deliver the overarching mission – Flourishing Futures.								
1.2	Set the Trust strategy								
1.3	Determine the local ethos and culture of the academy, ensuring it is an articulation of the Trust mission and vision								
1.4	Uphold the mission, vision, values and Christian distinctiveness of the Trust								
1.5	Uphold the Christian/Community ethos and vision of the academy								
1.6	Monitor the Christian/Community ethos of the academy								
1.7	Consider and approve admission of new schools to Trust								
1.8	Set strategic priorities for the academy in line with Trust priorities								
1.9	Ensure effective stakeholder engagement arrangements are in place across the Trust and receive assurance that stakeholder views inform Trust and academy improvement priorities								
1.10	Ensure parental engagement and communication between school, parents and carers								
1.11	Determine the scope of mandatory core services to be delivered by the Trust								
1.12	Propose to change category of academy								
1.13	Propose to alter or discontinue status								
1.14	Determine those policies which will be mandatory for all academies								
1.15	Consider requests for academies to leave the Trust								
1.16	Maintain and monitor a Trust risk register								

2. Governance

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head / BST Lead
2.1	Ensure compliance with the requirements of the funding agreements and Articles								
2.2	Appoint/approve Trustees (foundation/non foundation) in accordance with the Articles of Association ref. article 50								
2.3	Appoint Co-opted Trustees in accordance with the Articles of Association ref. article 58								
2.4	Establish and appoint Board Committees, including Audit and Risk, and Education Inclusion and Standards								
2.5	Approval of changes to Articles								
2.6	Remove Trustees in accordance with the Articles of Association ref. article 66								
2.7	Elect a Chair & Vice Chair of the Board each academic year and remove in accordance with the Articles of Association								
2.8	Determine delegation authority to committee and individuals								
2.9	Create/Disband and amend delegated responsibilities of Local Committees								
2.10	Undertake annual Board effectiveness review								
2.11	Undertake periodic committee effectiveness reviews								
2.12	Undertake governance skills audits and identify development and recruitment needs								
2.13	Maintain succession planning arrangements for Members								
2.14	Commission an external governance review periodically where appropriate								
2.15	Approve and review Changes to Scheme of Delegation								
2.16	Annual approval of the Terms of Reference for the Board and Committees								
2.17	Appoint/Remove Local Committee members			EIS					
2.18	Propose Chair of Local Committee								
2.19	Ratify Appointment of Chair of Local Committee								
2.20	Approve Board and Committee meeting calendar								
2.21	Approve Calendar of Local Committee meetings								
2.22	Appoint and remove Governance Professional								
2.23	Maintain Register of Interests and publish statutory information re Trustees/ governance on LAP website								
2.24	Maintain Register of Interests and publish required statutory information re governance on Academy website								
2.25	Approval of Statutory Trust policies not delegated elsewhere								
2.26	Appoint Safeguarding, SEND, Estates and Digital Technology Trustees to Board								
2.27	Appoint Inclusion members to Local Committee to incorporate Safeguarding, SEND and Inclusion as set out in the Terms of Reference								
2.28	Appoint Ethos and Christian Distinctiveness member to Local Committee								
2.29	Arrange parent elections in line with Terms of Reference								

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head / BST Lead
2.30	Determine development needs for the Trust Board								
2.31	Determine development needs for Local Committees								
2.32	Succession planning for Trust Board								
2.33	Agree auditing and reporting arrangements for matters of compliance								
2.34	Agree reporting and monitoring arrangements for Academies								
2.35	Approve and monitor the Complaints Policy								
2.36	Manage complaints concerning an individual academy Stage 0-1								
2.37	Manage complaints concerning an individual academy Stage 2 -3					 S3			 S2
2.38	Review and monitor Strategic risk register								
2.39	Review and monitor academy Risk register								
2.40	Succession planning for Local Committee								
2.41	Appoint Accounting Officer								
2.42	Attending SIAMS Inspections on behalf of governance			 EIS					
2.43	Attending Ofsted Inspections			 EIS					

3. Statutory Reporting

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head /Lead
3.1	Approve and submit annual accounts, trustees' report and associated statutory returns in accordance with Companies House, Charity Commission and DfE requirements.			 ARR					
3.2	Response to Auditors' Management Letter				 CFO				
3.3	Appointment and Removal of auditors								
3.4	Submit Budget Forecast Return								
3.5	Submit Other Accounting Returns								
3.6	Ensure Pupil Premium Reporting is published on academy website								
3.7	Ensure Sports Premium Report is published on academy website								
3.8	Ensure statutory reporting: data, governance, policies etc are published on academy website								
3.9	Ensure all statutory DfE performance data reporting is submitted.								

4. System of Internal Financial Controls

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head / Lead
4.1	Ensure compliance with the Academy Trust Handbook			ARR					
4.2	Approve and Monitor Internal financial control procedures			ARR					
4.3	Approve and monitor financial regulations and associated policies			ARR					
4.4	Appointment of Internal Auditors			ARR					
4.5	Receive internal scrutiny reports and monitor implementation of recommendations			ARR					
4.6	Appoint / Remove external auditors			ARR					
4.7	Approve audit schedule			ARR					

5. Budget and Management Reporting

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head / Lead
5.1	Approve Trust Budget – 1 year plan			ARR					
5.2	Develop and propose Trust Budget 3 Year Plan to support trust priorities and staffing structure			ARR					
5.3	Ensure procurement and purchasing arrangements comply with Trust and DfE requirements, deliver value for money, and achieve effective stewardship of public funds			ARR					
5.4	Review and monitor Trust Monthly Management Accounts		Chair	ARR					
5.5	Monitor academy expenditure								
5.6	Ensure that academy budgets are used in line with Trust policies and Academy Trust Handbook								
5.7	Review Academy Budget Monitoring Reports								
5.8	Propose Academy budget plans to support delivery of academy key priorities and staffing structure								
5.9	Benchmark the Trust to ensure Trust-wide value for money			ARR					
5.10	Deliver Trust Annual Accounts and Report								

6. Finance

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head /Lead
6.1	Appoint Chief Financial Officer (CFO)			ARR					
6.2	Review and approve financial policy and financial scheme of delegation			ARR					
6.3	Approve contracts where approval is required under the Trust Financial Scheme of Delegation						CFO		
6.4	Manage capital funds			ARR					
6.5	Approve Investment Policy			ARR					
6.6	Approve new bank accounts			ARR					
6.7	Write-off bad debts under £5,000						CFO		
6.8	Write-off bad debts between £5,000 and £10,000								
6.9	Write-off bad debts between £10,000 and £45,000			ARR					
6.10	Write off bad debts requiring DfE approval > £45,000		DfE						
6.11	Approve Expenses policy for Trustees								
6.12	Manage deployment of Devolved Formula Capital			ARR					
6.13	Approve Capital and Revenue Reserves policy and monitor reserves			ARR					
6.14	Approve Pensions Discretions Policy			ARR					
6.15	Approve Charges & Remissions Policy			ARR					
6.16	Approve the annual GAG funding distribution statement for publication on the Trust website			ARR					
6.17	Approving invoice for workflow between £15,000 and £35,000						CFO		
6.18	Approving invoice for workflow between £35,000 and £75,000								
6.19	Approving invoice for workflow over £75,000				+ Chair email				
6.20	Approving three quotes for ordering goods and services between £15,000 and £100,000						CFO		
6.21	Approving three quotes/tender process for ordering goods and services between £100,000 and £250,000								
6.22	Approving three quotes/tender process for ordering goods and services between £250,000 and £500,000			ARR					
6.23	Approving three quotes/tender process for ordering goods and services over £500,000			ARR					

7. Fixed Assets

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head / Lead
7.1	Review and approve the Trust Asset Register and arrangements for asset management			ARR					
7.2	Approve acquisition and disposal of assets in accordance with the Trust Financial Scheme of Delegation								
7.2	Disposal of assets up to £10,000						CFO		
7.3	Disposal of assets between £10,000 and £20,000			ARR					
7.4	Disposal of assets over £20,000		+ DfE						

8. Staff and Pay

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head / Lead
8.1	Review and approve the HR Scheme of Delegation, including arrangements for appointments, disciplinary action, capability, grievance, dismissal, redundancy, severance & compensation payments.			ARR					
8.2	Approve the annual pay framework, including national pay awards, salary structures, leadership pay arrangements & amendments required by changes to pay-related legislation and national / local agreements			ARR					
8.3	Approve CEO pay performance award (Oct)			ARR					
8.4	Approve Trust Leadership Team pay performance award (Oct)			ARR					
8.5	Appointment of CEO								
8.6	Appoint CEO External Appraiser			ARR					
8.7	Approve CEO Targets			ARR					
8.8	Appointment of CFO								
8.9	Appointment of Deputy CEO								
8.10	Appointment of Trust Leadership Team								
8.11	Appointment of Executive Headteachers / Headteachers and Senior Leaders (Teaching)								
8.12	Appointment of Senior Leaders (Non-Teaching)						CFO/ People Lead		
8.13	Appointment of Assistant Headteachers								
8.14	Appointment of Teaching Posts								
8.15	Appointment of Senior Support Staff posts (school based)								
8.16	Appointment of all other Support Staff (school based)								
8.17	Appointment of all other Business Support Team posts								
8.18	Responsible for completion of annual appraisal process for all staff								
8.19	Responsible for completion of annual appraisal process for Headteachers								

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head / Lead
8.20	Approve Disciplinary and capability policies			ARR					
8.21	Approve performance appraisal policies			ARR					
8.22	Monitor completion of annual appraisal process (annual declaration)								
8.23	Approve Whistleblowing Policy			ARR					
8.24	Approve Code of Conduct			ARR					
8.25	Approve Recruitment & Selection Policy			ARR					
8.26	Approve Pay Policy			ARR					
8.27	Approve the suspension and return to work of the CEO in accordance with Trust procedures								
8.28	Approve Trust Executive and Leadership Structure			ARR					
8.29	Approve Business Support Team Staffing Structure								
8.30	Agree Academy staffing structure within budget								
8.31	Approve creation of new senior leadership posts outside approved staffing structures or budgets			ARR					
8.32	Agree terms and conditions of employment			ARR					
8.33	Succession plan for CEO/CFO/Trust Leadership Team								
8.34	Succession Plan for Academies including senior leadership								
8.35	Succession Plan for Business Support Team								
8.36	Ensure compliance with the Equality Act 2020								
8.37	Approve the Trust People Strategy and receive assurance regarding workforce planning, recruitment, retention and succession planning			ARR					
8.38	Approve significant Trust-wide staffing restructures with material financial, organisational or strategic impact			ARR					
8.39	Approve staffing restructures within approved budgets and agreed staff frameworks.								
8.40	Approve recommendation to make redundancies			ARR					
8.41	Implement the redundancies approved in 8.41 in accordance with the Boards approval								
8.42	Contractual and Statutory Termination Payments								
8.43	Non-Statutory or non-contractual termination payments Below £50,000								
8.44	Non-Statutory or non-contractual termination payments above £50,000								
8.45	Non-Statutory or non-contractual termination payments for the CEO or Trust Leadership Team below £50,000			ARR					
8.46	Non-Statutory or non-contractual termination payments for the CEO or Trust Leadership of £50,000 or more								
8.47	Ex gratia payments subject to obtaining DfE approval where required			ARR					

9. Curriculum and Teaching

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head
9.1	Approve Trust Development Plan								
9.2	Monitor impact of Trust School Improvement Offer on academy performance			EIS					
9.3	Responsible for individual academy performance								
9.4	Monitor academy quality of education, curriculum and inclusion								
9.5	Have knowledge and understanding of the impact of quality of education, curriculum and inclusion.								
9.6	Monitor academy implementation of Trust behaviour and attendance policy								
9.7	Have knowledge and understanding of the impact of the behaviour and attendance policy in schools.								
9.8	Establish Trust wide curriculum alignment								
9.9	Approve Trust wide curriculum alignment strategies								
9.10	Review Academy Performance								
9.11	Review Trust Education Performance			EIS					
9.12	Establish Academy Improvement Plan								
9.13	Approve Academy Improvement Plan								
9.14	Review progress against Academy Improvement Plan								
9.15	Review & Monitor School SES								
9.16	Deliver EYFS in line with statutory requirements								
9.17	Set assessment protocols and timelines, including statutory assessments								
9.18	Set and Approve Curriculum Policies								
9.19	Set and deliver academy curriculum in line with the Trust approach								
9.20	Ensure compliance with the National Curriculum in the academy								
9.21	Implement Trust assessment protocols and policies								
9.22	Responsibility for ensuring provision RHE (including sex education), RE and Collective Worship are in line with Trust Policies								
9.23	Review of academy curriculum offer								
9.24	Receive assurance that pupils have access to a broad, balanced and enriching curriculum								
9.25	Monitor and receive assurance regarding the impact of Sports Premium and Pupil Premium funding								
9.26	Have knowledge and understanding of the impact of the academy on stakeholder through reviewing stakeholder surveys.								
9.27	Monitor impact of the Trust on stakeholders (surveys: pupil, staff, parents)								
9.28	Be responsible for implementing policies and actions arising from stakeholder surveys: parent, pupil, staff								

10. Admissions

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head
10.1	Review Admissions arrangements and any statutory consultation requirements			A					
10.2	Approve and publish admissions arrangements/policies			A					
10.3	Allocate places in accordance with individual Academy Admissions Policies, including in-year admissions								
10.4	Determine admission appeals in accordance with statutory requirements			A					
10.5	Approve the Published Admission Number (PAN) for each academy								

11. School Management

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head
11.1	Agree Behaviour Management Policies								
11.2	Agree Anti-bullying Policy								
11.3	Agree and monitor Exclusions Policy			EIS					
11.4	Exercise authority to issue fixed term suspensions								
11.5	Exercise authority to issue permanent exclusions								
11.6	Review of permanent exclusions and fixed term exclusions including those in excess of 15 days decisions			EIS					
11.7	Determine Academy Uniform Policy Guidelines								
11.8	Recommendation to change school times and term dates								
11.9	Approve School times of day and term date changes								
11.10	Agree Change of School Age Range								
11.11	Agree Attendance Policy			EIS					
11.12	Approve extra-curricular clubs and viability								
11.13	Approve before and after school extended provision based on viability								
11.14	Maintain a single central record								
11.15	Agree Data Protection Policy and procedures to be compliant with GDPR								
11.16	Maintain Trust Website								
11.17	Maintain Academy Website								
11.18	Maintain and monitor a local risk register								

12. Health & Safety

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head / Leads
12.1	Approve the Trust Health and Safety Policy and ensure appropriate governance arrangements are in place			ARR					
12.2	Receive assurance regarding Health and Safety compliance across the Trust, including statutory inspections, audits and compliance monitoring, RIDDOR incidents, enforcement notices and HSE investigations								
12.3	Adequate Health and Safety training and awareness in place for all staff								
12.4	Implement Trust Health and Safety policies and procedures within individual academies and sites								
12.5	Trust Business Continuity Plan including all settings								
12.6	Maintain academy / site specific emergency procedures, evacuation and invacuation arrangements and security in accordance with Trust policies								
12.7	Escalate Health and Safety concerns, incidents or compliance failures in accordance with Trust reporting procedures								

13. Estates, Sustainability, Digital Infrastructure and Insurance

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head / Lead
13.1	Approve the Trust Estates Strategy, ensuring the estate remains safe, compliant, sustainable and suitable for educational delivery			ARR					
13.2	Approve and monitor the Trust Capital Investment Strategy and capital priorities			ARR					
13.3	Receive assurance regarding estate condition, suitability, sufficiency, risk, statutory compliance and cyber security arrangements			ARR					
13.4	Approve the Trust Sustainability and Climate Action strategy			ARR					
13.5	Implement the Trust Sustainability and Climate Action Plans across academies								
13.6	Approve Trust Digital Infrastructure Strategy and Cyber Security Policy			ARR					
13.7	Implement the Trust Digital Infrastructure Strategy								BST
13.8	Implement Cyber Security Policy across all settings								
13.9	Approve insurance arrangements to ensure adequate protection of Trust assets, liabilities and activities			ARR					
13.10	Commission independent estates, premises compliance or cyber assurance reviews and monitor implementation of recommendations			ARR					
13.11	Management and monitoring of asset management plan								

14. Safeguarding and SEND

FUNCTION	TASK KEY:  Decision delegated to (D)  Consulted with (C)	Members	Board of Trustees	Trustee Committee	CEO / Accounting Officer	Ethos & Advisory Committee	Trust Executive	Dep Trust Lead / D of Inc	Head
14.1	Approve Safeguarding Policy			EIS					
14.2	Review and approve SEND Policy								
14.3	Approve and Monitor the Trust-wide Inclusion Strategy			EIS					
14.4	Receive assurance on the effectiveness of inclusion across the Trust, including SEND, attendance, behaviour, safeguarding and vulnerable learners			EIS					
14.5	Monitor inclusion outcomes and trends across all academies			EIS					
14.6	Ensure effective collaboration with Local Authorities and partner agencies			EIS					
14.7	Receive annual evaluation of inclusion effectiveness across the Trust			EIS					
14.8	Ensure Safeguarding and compliance with KCSIE are in place in all academies			EIS					
14.9	Ensure compliance with the SEND Code of Practice, Equality Act 2010 and associated legislation								
14.10	Implement and monitor the effectiveness of the Safeguarding and PREVENT Policies and Procedures across the Trust			EIS					
14.11	Implement and monitor the effectiveness of the Safeguarding and PREVENT Policies and Procedures in individual academy								
14.12	Have knowledge and understanding of the effectiveness of the implementation of the Safeguarding and PREVENT Policies and Procedures in individual academies								
14.13	Monitor racist incidents, homophobic bullying, incidents of harmful sexual behaviour, bullying and behaviour incidents across the Trust			EIS					
14.14	Record and monitor racist incidents, homophobic bullying, incidents of harmful sexual behaviour, bullying and behaviour incidents in the academy								
14.15	Have knowledge of racist incidents, homophobic bullying, incidents of harmful sexual behaviour, bullying and behaviour incidents in the academy								
14.16	Discharge duties in respect of pupils with SEN in the academy, including SEND Code of Practice								
14.17	Implement and monitor impact of Trust SEND policies and practices			EIS					
14.18	Monitor impact of SEND policies and practices on pupils in the academy								
14.19	Ensure publication of SEND, Safeguarding and associated policies on school website								
14.20	Ensure the SEND Local Offer is published on school website								
14.21	Ensure appropriate support and oversight arrangements are in place for Looked After and Previously Looked After Children			EIS					