



SCHEME OF DELEGATION – 2023-24

This will be reviewed annually and consideration will be given to the individual circumstances of each school in the Trust to determine if adjustments need to be made for them. The powers delegated will depend on the Ofsted Category of the school, the school's financial position and the results of any due diligence but this is a standard template for a GOOD or OUTSTANDING LIFE School

There are a number of key expectations that the Trust expects all leaders and teams to demonstrate – these are to:

- Comply with the Articles of Association and Academy Trust Handbook
- Keep up to date with demographic, political and education changes at national and local level
- Keep up to date with key performance indicators used by educational regulators.
- Support the values of the Trust
- Prepare for and actively contribute in Trust meetings following the Meetings Protocol
- Actively engage in the development of the Trust
- Model and engage in personal and professional development
- Support the development of others including through coaching and mentoring
- Maintain registers of Pecuniary Interests

Each column below identifies the appropriate power and the action that will be taken at each level. These are:

DO - CONSULT - RECOMMEND - APPROVE - MONITOR - INFORMED

DO	This person or body completes the activity to a high standard and then seeks approval
CONSULT	This person or body is fully consulted in a meaningful way prior to the activity
RECOMMEND	This person or body confidently presents material following review to a more senior person or body
APPROVE	This person or body receives and has the final decision-making power
MONITOR	This person or body actively engages in quality assuring the activity or task
INFORM	This person or body is informed of this

The CEO will delegate tasks to the members of the Core team where appropriate

Scheme of Delegation	Head	LGC	CEO	Education Cttee	People Cttee	F&O Cttee	Board	Members
ETHOS								
a. Set over-arching key Trust Vision and Ethos	C	C	D & R				A	M
b. Embed over-arching key Trust Vision and Ethos	D	M	D				M	M
c. Set school values and traditions	D & R	A	C				C	
d. Embed school values and traditions	D	M	M				M	
e. Ensure appropriate means of communication and engagement with all stakeholders local to the school	D	M	A				M	
f. Complete annual surveys for parent and pupil stakeholders	D & R	M	M	M				
g. Ensure British Values are taught and understood in school	D	M	M	M				
h. Manage first stage complaints against the local school	D							
i. Manage second stage complaints against the local school			D				M	
j. Manage fourth stage complaints							D	
k. Ensure safeguarding is compliant at school level	D	D	D		M			
l. Maintain school Website	D	M	M				M	
m. Maintain school Prospectus	D	M	M				M	
HUMAN RESOURCES								
a. Appoint new Directors of the Board/Remove Directors of the Board			C				R or D	D & A or A
b. Appoint CEO as Trustee/Director							R	D & A
c. Appoint / suspend / dismiss CEO					M		D & A	C
d. Appoint /suspend / dismiss local Executive Head/Headteacher/Head of School		C	R		M		D & A	
e. Appoint / suspend / dismiss local school SLT	D & R		A		M			
f. Undertake Performance Management for CEO with support of external partner			C		M & A		D & R	
g. Undertake Performance Management for Core Team			D & R		M & A			
h. Undertake Performance Management for Executive Head/Headteacher/Head of School with support of panel including Chair of LGC and external partner		C	D & R		M & A			
i. Ensure effective Performance Management for Trust central colleagues			D & A		M			
j. Ensure effective Performance Management system for all employees	C		D & A		M			

Scheme of Delegation	Head	LGC	CEO	Education Cttee	People Cttee	F&O Cttee	Board	Members
k. Assess competency of a Local Governance Committee		C	R & M				D & A	
l. Approve terms of reference for Trust Committees and Local Governance Committees		C	R & M	M	M	M	D & A	
m. Approve membership of Trust Committees			C	M	M	M	D & A	
n. Oversee all disciplinary matters relating to Executive Head/Headteacher/Head of School supported by the Board		C	D & A		M			
o. Manage all employee internal disciplinary matters except dismissal of the Headteacher	D & R		C & A		M			
p. Manage employee appeals against LGC decisions			R		M		D & A	
q. Manage school Employees request for Leave of Absence	D & A		M					
r. Manage Executive Head/Headteacher/Head of School request for Leave of Absence			D & A					
s. Manage Trust Employees request for Leave of Absence			D & A					
t. Manage school Employees Appeals against Leave of Absence decisions			D & A		M			
u. Manage Executive Head/Headteacher/Head of School Appeals against Leave of Absence decisions					M		D & A	
v. Manage Trust Employees Appeals against Leave of Absence decisions					M		D & A	
w. Set the pay for the Executive Head/Headteacher/Head of School			R & D		A & M			
x. Ensure that the school has an effective employee development programme	D & A		C		M			
y. Ensure effective deployment of school employees	D & A		C & M					
z. Determine the Pay Policies for the Trust and ensure they are statutorily compliant	C		D & R		A			
aa. Determine appropriate salary ranges and starting salaries for SLT and LPs if outside current pay structure	R & D		C		A & M			
bb. Determine appropriate salary ranges and starting salaries below LP and SLT level	D		C & A		M			
cc. Determine school's organisational structure annually	C & R		D & A					
dd. Determine Central Trust organisational structure annually			D & R		A			
ee. Appoint / suspend / dismiss Core Employee			C & R		M		D & A	
ff. Appoint / suspend / dismiss Central Trust Employee			D & A		M			
gg. Appoint / suspend / dismiss School Employee	D & R		A		M			
hh. Approve annual pay progression for teachers	D		R		A & M			
ii. Approve applications to be paid on the upper pay range	D		R		A & M			

Scheme of Delegation	Head	LGC	CEO	Education Cttee	People Cttee	F&O Cttee	Board	Members
jj. Approve annual pay progression for Executive Head/Headteacher/Head of School			D & R		A			
kk. Approve annual pay progression for support employees	D		R		A & M			
ll. Determine the application of Trust specific terms and conditions of employment	C		R & D		A & M			
mm. Ensure appropriate Job descriptions and person specifications are held for each post	D		A		M			
nn. Receive annual confirmation of issue of annual pay statements			R & D		A			
oo. Ensure effective implementation of recruitment and appointment procedures	D		A		M			
pp. Ensure effective implementation of employment contractual matters	D		A		M			
qq. Ensure effective wellbeing and retention strategies are in place at school level	D		A		M			
rr. Ensure employee absence is tracked and managed effectively	D	M	R		A			
ss. Ensure SCR is compliant within schools	D	M	R		A			
Ensure effective implementation of organisational change	D		A		M			
LEADERSHIP & MANAGEMENT								
a. Ensure the annual Healthcheck is completed effectively and efficiently	D	M	C	M	M	M	M	
b. Ensure strong 3 year strategic plan for Trust in place	C	C	D & R				A	M
c. Retain legal responsibility for all schools within the MAT			D				D	M
d. Ensure the effectiveness of the Board							C	D
e. Ensure Skills audits are completed for all Governors		D	D				M	
f. Make changes to the Articles of Association			R to				D & R to	A
g. Make changes to the Funding Agreement							R	D
h. Make changes to a school's category		R	C				R	D
i. Determine speed and scope of development of the Trust			R				D	M
j. Determine educational KPIs for a school	D & R to	R	D & R	A				
k. Performance manage schools via the School Improvement Strategy, SDP and Annual Healthcheck			D	D				M
l. Ensure the school meets its educational performance targets	D	D	D	D				

Scheme of Delegation	Head	LGC	CEO	Education Cttee	People Cttee	F&O Cttee	Board	Members
m. Set KPIs for the Trust			R	D			D	M
n. Set and review Risk Register for the MAT			D & R	A	A	A	M	
o. Ensure risks for the school are identified and actions in place to address and reported to the board	D & R	M	C				M	
p. Ensure risk is managed effectively in all schools in the MAT	D		D				A	M
q. Create school development plan template for schools	C		D	M				
r. Create school development plan	D & R to	R to	C					
s. Approve annual school development plans for all schools			R	A				
t. Approve admissions criteria for each local school	R	R	C				A	
u. Arrange independent admissions appeals committee							D	
v. Ensure appropriate record keeping in respect of pupils attendance, admissions etc	D	M		M			M	D
w. Prepare for Ofsted inspection and SIAMS inspections where appropriate of schools	D	M	D	M				
x. Ensure all statutory policies are in place	C		D & R	A	A	A	M	
y. Ensure the Trust Board policies are put into practice efficiently and in a coordinated way	D	M	D					
z. Elect / Remove Chair and Vice Chair of the Board of Directors							C	D
aa. Appoint Chair / remove Chair of Trust committees							D A	C
bb. Approve / Remove Governors of Local Governance Committees with advice from the Chair		R	C				D	
cc. Approve / review the Scheme of Delegation for each local school			R				D A	
dd. Ensure GDPR Compliance in school	D	M	D				M	
ee. Facilitate new convertor or sponsored academies joining MAT			D & R to				A	
ii. Establish Trust Committees			R to	C	C	C	A	
jj. Appoint / Remove Chair / Vice Chair of LGC s			C				D	
kk. Appoint / Remove Trustees of the Board							C	D
ll. Appoint / Remove Clerk to Trust Board			C				D	
mm. Appoint / Remove Clerk to LGC s	C	R	D				C	
nn. Set Academy Inset Days	R to		A				M	
oo. Set Academy Times, Terms and Holidays	R to	C	A				M	
pp. Expand PAN	R to	R to	C				A	

Scheme of Delegation	Head	LGC	CEO	Education Cttee	People Cttee	F&O Cttee	Board	Members
FINANCE (AUDIT COMMITTEE)								
a. Set central Trust contribution for schools within the MAT		C	D			R	A	
b. Prepare annual budget for school	C	I	D			R	A	
c. Approve annual budgets for all schools within the MAT		C	D			R	A	
d. Review annual budgets for each school and the central Trust			D			R	A	
e. Monitor school and Trust budgets	D		D			D		
f. Review Trust 3 year financial forecast			D			R	A	
g. Prepare the financial statements including Internal Audit reports for presentation to the Board			D			R	A	
h. Oversee the external audit and approve management letters		I	D & R			R	A	
i. Appointment of external auditors			D			R to	R to	A
j. Submit timely returns to ESFA in accordance with deadlines			D			M	A	
k. Agree the annual programme of internal audit, review individual and annual reports			D			A		
l. Approve and file accounting returns and approve financial statements			D			R	A	
m. Appoint an internal auditor for each school within the MAT to ensure internal accounting controls are effective			D			A		
n. Oversee financial procedures including compliance with DfE, EFSA and ATH.			D			M	A	
o. Review the register of interests of budget holders regarding 3 rd party transactions			D			M & A		
p. Monitor insurance arrangements including employers and public liability			D			M		
FACILITIES								
a. Manage and determine capital developments including appointment of professional advisors			D			M		
b. Receive reports on significant capital developments in individual schools			D			M		

Scheme of Delegation	Head	LGC	CEO	Education Cttee	People Cttee	F&O Cttee	Board	Members
c. Oversee and implement site and premises operational management including compliance with Health and Safety and other legal requirements	D	I	I			M		
d. Manage day to day site and premises issues	D		I					
e. Review the condition survey and asset management reports		I	D			M		
f. Oversee arrangements for repairs and maintenance	D		I					
g. Review plans for bids and refurbishment projects	C	C	R			D		
h. Review annual Health and Safety audit and major incident reports	I	I	D			M		
QUALITY OF EDUCATION								
a. Ensure an appropriate and up to date curriculum policy in individual school	D & R	R	C	M				
b. Ensure a broad and balanced curriculum which promotes high standards for all in individual school	D & R	R	D	M				
c. Set targets for achievement at all key stages in individual school, including for micro-populations	D & R	R to	R	M & A				
d. Review of outcomes data for individual school	D & R	D	D	M				
e. Review of outcomes data for all Trust schools			D & R	D			M	
f. Review the progress and attainment of disadvantaged pupils and other targeted groups in an individual school.	D & R	D	D	M				
g. Review the progress and attainment of disadvantaged pupils and other targeted groups in all Trust schools.			D & R	D & A			M	
h. Ensure high standards of teaching and learning in individual school	D	M	D	M				
i. Ensure high standards of teaching and learning in all Trust schools			D & R	D				
j. Ensure all teachers receive appropriate professional development to secure high standards	D & R		A		M			
k. Ensure an appropriate and up to date marking and assessment policy for individual school	D & R	A	C					
l. Ensure that the school's extra-curricular offer is accessible to all and that pupil take up is inclusive	D & R	M	M	M				

Scheme of Delegation	Head	LGC	CEO	Education Cttee	People Cttee	F&O Cttee	Board	Members
m. Ensure moderation and standardisation in place for all schools	C		D & R	M				
n. Participate in moderation and standardisation exercises to quality-assure standards	D & R	M	D	M				
BEHAVIOUR & ATTITUDES								
a. Ensure an appropriate and up to date behaviour policy	D&R	M	C&A	M				
b. Provide a safe environment in school where standards of behaviour are excellent	D	M & A	M	M				
c. Ensure an appropriate system is in place for tracking pupil behaviour	D	M & A	C M	M				
d. Track the standard of behaviour in the school, including by groups, subject and location	D & R	D	D&R	M				
e. Ensure a clear anti-bullying programme in the school	D & R	M	C M	M				
f. Ensure due consideration is given to the mental health and wellbeing of pupils and employees in school	D & R	M & A	D	M				
g. Track rates of exclusion by groups	D & R	M	D & R to	M				
h. Track the attendance and persistent absence rates of all groups in the school	D & R	M	D & R	M				
i. Track the punctuality rates of all groups in the school	D & R	M	D & R to	M				
j. Manage pupil disciplinary matters and any subsequent appeals	D	A	M	M				
k. conduct pupil disciplinary appeals		D		M				
PERSONAL DEVELOPMENT								
a. Ensure all pupils have a broad range of opportunities to develop spiritually, within the curriculum and extra-curricular	D & R	M	D	M				
b. Track the success of the spiritual development offer and the participation of all groups of pupils	D & R	M	M	M				
c. Ensure all pupils have a broad range of opportunities to develop morally, within the curriculum and extra-curricular	D & R	M	D	M				
d. Track the success of the moral development offer and the participation of all groups of pupils	D & R	M	M	M				

Scheme of Delegation	Head	LGC	CEO	Education Cttee	People Cttee	F&O Cttee	Board	Members
e. Ensure all pupils have a broad range of opportunities to develop socially, within the curriculum and extra-curricular	D & R	M	D	M				
f. Track the success of the social development offer and the participation of all groups of pupils	D & R	M	M	M				
g. Ensure all pupils have a broad range of opportunities to develop culturally, within the curriculum and extra-curricular	D & R	M	D	M				
h. Track the success of the cultural development offer and the participation of all groups of pupils	D & R	M	M	M				
i. Ensure pupils are prepared for life in modern Britain, having been taught the fundamental British values	D & R	M	D	M				
j. Ensure the school is an inclusive environment which promotes equality and diversity	D & R	M	D	M				
k. Ensure pupils are prepared for the next steps in their education or career	D & R	M	D	M				
l. Ensure pupils develop an understanding of healthy lifestyle choices, including the safe use of social media	D & R	M	D	M				
m. Ensure pupils develop an awareness of such concerns as gangs, FGM, sexual exploitation and Prevent	D & R	M	D	M				
n. Ensure pupils follow the new relationships and sex education and health education curriculum.	D & R	M	D	M				
o. Ensure the Trust offers a broad enrichment programme			D & R	M				

TRUST Policy	MEMBERS	BOARD	EDUCATION	PEOPLE	FINANCE & OPERATIONS	LGC s
Accessibility Plan		A				I
Admissions Arrangements			A			C M
Agendas & Papers, Minutes for Members, Directors, Committee and LGC s		A				I
Allegations of Abuse Against Employees				A		I
Allowances				A		I
Behaviour Principles (inc Anti-Bullying and Exclusion) Policy Statement Trustwide, each school uses own procedures		A				C M
Bullying						A
Capability				A		I
Careers Guidance - details of careers programme & provider access statement						A
Charging & Remissions					A	I
Children With Health Needs who cannot attend school			A			I
Code of Conduct				A		
Complaints		A				I
Data Protection (including Protection of Biometric Information)		A				I
Designated Teacher for Looked After and Previously Looked After children		A				I
Discipline & Dismissal				A		
EAL Register						A
Early Years Foundation Stage		A				I
Equality & Diversity (inc Racial Incidents)				A		
Eyecare				A		

TRUST Policy	MEMBERS	BOARD	EDUCATION	PEOPLE	FINANCE & OPERATIONS	LGC s
Finance Procedures Manual					A	I
First Aid						A
Freedom of Information Act Publication Schedule		A				I
Grievance Procedure				A		
Health & Safety					A	I
Home School Agreements						A
ICT Policy (inc. Pupil /Employee acceptable use)			A			I
Leave of Absence				A		
NQTs Policy			A			I
Pay Policy				A		
Premises Management						D
Racial Incident			M			A
Recruitment & Selection				A		
Redundancy & Restructuring Procedures				A		
Register of Business Interests		D				I
Reserves Policy					A	I
Retention Schedule					A	I
Safeguarding (inc, Dealing with Extremism) Policy Statement Trustwide, each school uses LA Safeguarding Policy		A				I
School information published on website						M
SEND Register						M
Sex and Relationship Education		A				I
Sickness Absence				A		
Single Central Record						D
Special Educational Needs & Disability			A			M
Stewardship & Green		A				I
Student Admission and Attendance						A
Succession Planning Policy				A		
Supporting Children with Medical Needs			A			I
Whistleblowing				A		

LOCAL Policy	MEMBERS	BOARD	EDUCATION	PEOPLE	FINANCE & FACILITIES	LGC s
Art & Design						A
Assessment			M			A
Asset Management Policy/Plan						C A M
Collective Worship						A
Curriculum						A
Display						A
Drugs & Substance Misuse						A
Educational Visits						C A M
Emergency Plans						A
Exams including Non Exam Assessment						A
Extended School						A
Feedback and Marking						A
Fire Procedures						A
Gifted & Talented						A
Literacy						A
Music						A
PE						A
Positive Handling						A
Provider Access Policy						A
Pupil Premium Plan / Statement						C A M
PSHE						A
Religious Education						C A M
Smoking Policy						A
Employee Development				A		
Organisational Structure (Teaching & Support)				A		
Teaching & learning						C A M
Uniform						A
Whole School Food & Packed Lunch Policy						A