

| Area | Decision | Delegation (A= advise) | | | | | | |
|------------------------|---|------------------------|-------------|-------------------------------|--------------------------------------|-----|-------------------------|-------------------|
| | | Members | Trust Board | TB Finance & Assets Committee | TB Performance Improvement Committee | CEO | Academy Governing Board | Academy Principal |
| Governance framework | | | | | | | | |
| People | Members: Appoint/Remove | ✓ | | | | | | |
| | Trustees: Appoint/Remove | ✓ | ✓ | | | | | |
| | Role descriptions for members | ✓ | | | | | | |
| | Role descriptions for trustees/chair/ specific roles/committee/governing board: agree | | ✓ | | | <A | | |
| | Parent trustee/committee/governing board: elected | | ✓ | | | | ✓ | |
| | Trustee Board committee chairs: appoint and remove | | ✓ | ✓ | ✓ | <A | | |
| | Academy governing board chairs: appoint and remove | | ✓ | | | <A> | ✓ | |
| | Clerk to trust board: appoint and remove | | ✓ | | | | | |
| | Clerk to academy governing board: appoint and remove | | ✓ | | | | ✓ | ✓ |
| Systems and structures | Articles of association: review and agree | ✓ | <A | | | <A | | |
| | Governance structure (committees) for the trust: establish and review annually | | ✓ | | | <A | | |
| | Terms of reference for board committees and scheme of delegation for academy committees: agree annually | | ✓ | | | <A | | |
| | Skills audit: complete and recruit to fill gaps | | ✓ | | | <A> | ✓ | <A |
| | Annual self-review of trust board and committees: complete annually | | ✓ | | | | | |
| | Annual self-review of academy governing board: complete annually | | | | | | ✓ | |
| | Chairs' performance: carry out 360 review periodically | | ✓ | | | | ✓ | |

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| Systems and structures | Trustee / academy governing board member contribution: review annually | | ✓ | | | | ✓ | |
| | Succession: plan | | ✓ | | | <A> | ✓ | <A> |
| | Annual schedule of business for that board: agree | | ✓ | ✓ | ✓ | <A> | | |
| | Annual schedule of business for academy governing board: agree | | | | | A> | ✓ | <A> |
| Education Decisions | | | | | | | | |
| Systems and structures | Approve school curriculums | | | | | A> | ✓ | <A> |
| | Approve school self-evaluation | | | | | | ✓ | |
| | Approve school educational targets | | | | | A> | ✓ | <A> |
| | Approve school strategies for Pupil Premium | | | | | | ✓ | <A> |
| | Approval of school census information prior to DfE submission | | | | | | | ✓ |
| | The decision to issue a fixed term pupil exclusion | | | | | | | ✓ |
| | The decision to permanently exclude, pending a disciplinary committee meeting | | A> | | | A> | ✓ | <A> |
| | Approval of Trust level annual Pupil and Sports Premium impact report | | ✓ | | | <A> | | |
| | Approval of school annual Pupil and Sports Premium impact reports | | | | | | ✓ | <A> |
| | Approval of school annual SEND impact report | | | | | | ✓ | |
| | Approval of the school Safeguarding audit | | | | | | ✓ | <A> |

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| | Assurance of all schools safeguarding procedures | | ✓ | | | | | |
| | Authority to take action required to ensure that all Safeguarding policies and procedures are being adhered to within the schools | | ✓ | | | ✓ | ✓ | ✓ |
| | School Closures Decision to close for Health and Safety reasons | | ✓ | | | | | <A |
| | Determine school hours and length of school day | | ✓ | | | | <A | <A |
| Reporting | | | | | | | | |
| Reporting | Publication on trust and academies' websites of all required details on governance arrangements: ensure | | ✓ | ✓ | ✓ | <A | | |
| | Annual report on performance of the trust: submit to members and publish | | ✓ | | | <A | | |
| | Annual report and accounts including accounting policies, signed statement on regularity, propriety and compliance, incorporating governance statement demonstrating value for money: submit | ✓ | ✓ | <A | | <A | | |
| Being Strategic | | | | | | | | |
| | Determine trust wide policies which reflect the trust's ethos and values (facilitating discussions with unions where appropriate) including: Capability, Charging & Remissions, Teacher Appraisal & Pay, Data Protection, H&S, Recruitment and vetting checks, standardised School Central Record, Complaints, FOI, Governor Allowances, Governing Body meeting minutes, visit reports and papers considered at meetings, Staff Discipline (inc conduct and | | ✓ | ✓ | ✓ | <A | | |

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| | grievance), Register of Business Interests, Child Protection Policy and Procedures, Statement of procedures for dealing with allegations of abuse against staff, Attendance, Premises Management documents: approve | | | | | | | |
| | Determine school level policies which reflect the school's ethos and values to include e.g. School Behaviour, Sex Education, SEN information report, Admissions, Accessibility Plan, Equality Information and Objectives, Supporting Pupils with Medical Conditions, EYFS, Behaviour Principles Written Statement, Home School Agreement: approve | | | | | A> | ✓ | ✓ |
| | Central spend / top slice: agree | | ✓ | <A | | <A | | |
| | Management of risk: establish register, review and monitor | | ✓ | <A | <A | <A> | | ✓ |
| | Engagement with stakeholders | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Trust's vision and strategy, agreeing key priorities and key performance indicators (KPIs) against which progress towards achieving the vision can be measured: determine | | ✓ | | | <A | | |
| | Academies' vision and strategy, agreeing key priorities and key performance indicators (KPIs) against which progress towards achieving the vision can be measured: determine | | | | | A> | ✓ | ✓ |
| | Chief executive officer: appoint and dismiss | | ✓ | | | | | |
| | Academy principal : appoint and dismiss | | ✓ | | | ✓ | <A | |
| | Budget plan to support delivery of trust key priorities: agree | | ✓ | <A | | <A | | <A |

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| | Budget plan to support delivery of academy key priorities: agree | | | | | ✓ | <A | <A |
| | Trust's staffing structure: agree | | ✓ | <A | | <A | | |
| | School staffing structure: agree | | | | | A> | | ✓ |
| | Agree Trust development plan | | ✓ | | | <A | | |
| | Monitoring of trust development plan | | ✓ | <A | <A | | | |
| | KPIs for trust Strategic Overview | | ✓ | | | <A | | |
| | Specific curriculum and assessment measures | | | | | ✓(DoSS) | | <A |
| | Monitoring Schools performance | | | | | ✓(PAT) | | <A |
| | Scrutiny of Quality of education in the schools | | | | | ✓(PAT) | | <A |
| | School Development Plans (SDPs) | | | | | A> | | ✓ |
| Monitoring of KPIs in school development plan | | | | | A> | ✓ | <A | |
| Holding to account | | | | | | | | |
| Holding to account | Auditing and reporting arrangements for matters of compliance (e.g. safeguarding, H&S, employment): agree | | ✓ | ✓ | ✓ | <A | ✓ | <A |

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| | Reporting arrangements for progress on key priorities: agree | | ✓ | <A | <A | | ✓ | <A |
| | Performance management of the Chief Executive Officer: undertake | | ✓ | | | | | |
| | Performance management of academy principal : undertake | | | | | ✓ | | |
| | Trustee monitoring: agree arrangements | | ✓ | | | <A | | |
| | Academy governing board monitoring: agree arrangements | | | | | | ✓ | <A |
| | Academy governing board performance monitoring: agree arrangements | | ✓ | | | <A | <A | |
| Ensuring financial probity | | | | | | | | |
| Ensuring financial probity | Chief financial officer for delivery of trusts detailed accounting processes: appoint | | ✓ | <A | | <A | | |
| | Trust's scheme of financial delegation: establish and review | | ✓ | ✓ | | <A | | |
| | Academy's scheme of financial delegation: establish and review | | | ✓ | | <A> CFO | | ✓ |

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| | External auditors' report: receive and respond | | ✓ | <A | | <A> | ✓ | <A |
| | CEO pay award: agree | | ✓ | | | | | |
| | Academy principal pay award: agree | | ✓ | | | <A | | |
| | Additional Pay awards including TLRs, double pay increments, UPS awards | | ✓ | | | <A | | <A |
| | Staff appraisal procedure and pay progression: review and agree | | ✓ | | | <A | | |
| | Benchmarking and trust wide value for money: ensure robustness | | | ✓ | | | | |
| | Benchmarking and academy value for money: ensure robustness | | | | | ✓(CFO) | | |
| | Develop trust wide procurement strategies and efficiency savings programme | | | | | ✓(CFO) | | |
| | Review and approve trust wide procurement strategies and efficiency savings programme | | | ✓ | | ✓(CFO) | | |

Abbreviations:CFO Chief Financial officer, DoSS Director of School Standards, PAT Performance advisory team

