



## Scheme of Delegation

The Scheme of Delegation sets out levels of decision making and responsibility as determined in the Trust's Code of Governance.

The Scheme is divided into four sections as follows:

- Strategy & Leadership
- Education & Curriculum
- Financial
- HR & Operations

In summary;

### **Strategy & Leadership**

The **Trust Board** determines the strategic objectives and vision of the trust.

The **CEO** is accountable for delivering the strategic objectives of the trust.

The **LGB** determine the strategic objectives and vision of the school, which must support the objectives of the trust and be approved by the trust board.

The **Headteacher** is accountable for delivering the strategic objectives of the school.

### **Education & Curriculum**

The **Trust Board** determines the provision of education across its schools, determining and approving the curriculum offer, admissions criteria, Academy Improvement Plans based on improving and developing all aspects of the quality of education.

The **CEO** is accountable for the provision of education across the trust, working closely with and supporting Headteacher's.

The **LGB** recommends the education provision, curriculum offer and AIP to be delivered by the school, for approval by the trust board. The LGB is responsible for supporting, challenging and reviewing the provision of education in the school.

The **Headteacher** is accountable for delivering the quality of educational provision within the school.

## **Financial**

The **Trust Board** determines the Financial Scheme of Delegation and all the financial policies to be implemented by trust schools, ensuring compliance. The Trust Board approves the Annual Budget.

The **CEO** is the Accounting Officer and therefore responsible and accountable for the effective financial management and compliance of the trust.

The **LGB** recommends the Academy Annual Budget for approval by the Trust Board, regularly reviews the performance of the school against the budget and ensures compliance with all trust financial policies and procedures.

The **Headteacher** is responsible and accountable for the effective financial management of the school.

## **HR & Operations**

The **Trust Board** is responsible for appointing/dismissing /the performance management of the CEO. The Trust Board is responsible for the appointment/dismissal/performance management of Headteacher's and cross-trust staff, working in consultation with the CEO and LGB's. The Trust Board determines the HR policies to be implemented across the trust.

The **CEO** recommends the appointment/dismissal/performance management of Headteacher's and cross trust staff to the trust board, working in consultation with LGB's. The CEO is responsible for ensuring all trust schools comply with the implementation of trust wide HR policies.

The **LGB** is responsible for the appointment of all staff in the school, with the exception of the Headteacher, and for reviewing compliance with HR policies.

The **Headteacher** recommends the appointment of all school staff, with the exception of the Headteacher post, and ensures compliance with trust wide HR policies.