



Equality and Achievement

SCHEME OF DELEGATION

VERSION	V2
DATE APPROVED	15/10/2025

Scheme of Delegation

		EXECUTIVE BOARD (TRUSTEES)	CEO	REGIONAL/PRIMARY DIRECTOR (RD)	LOCAL ACADEMY BOARD (LAB)	HEADTEACHER
LEADERSHIP AND GOVERNANCE	Strategic Objectives of the Trust	DETERMINE	ADVISE IMPLEMENT	IMPLEMENT	ADVISE	
	Funding Agreement Comply with all obligations including the Academy Trust Handbook	REVIEW	IMPLEMENT (With Finance Director)		IMPLEMENT	IMPLEMENT
	Regulations All regulations affecting the Trust (including all charity law, company law, employment law and health and safety)	REVIEW	IMPLEMENT			
	Financial Oversight of the Trust Ensuring that there are appropriate financial controls so there is regularity, probity and value for money in relation to the management of public funds	DETERMINE	IMPLEMENT ADVISE (With Finance Director)			
	Business Interests Completing the register of business interests and put in place a procedure to deal with any conflicts of interest and connected party transactions	DETERMINE			ADVISE	
	Appointments and Dismissal Governors	DETERMINE			ADVISE	
	Appointment and Dismissal of the Responsible Officer and Audit Committee	DETERMINE				
	Appointment and Dismissal of the Clerk to the Board and LABs	DETERMINE	ADVISE		ADVISE	
	Appointment and Dismissal of CEO	DETERMINE				
	Appointment and Dismissal of Principals/Head of School		DETERMINE	ADVISE	ADVISE	
	Appointment and Dismissal of Executive Headteachers/CFO/COO/RDs	DETERMINE	ADVISE			

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		EXECUTIVE BOARD (TRUSTEES)	CEO	REGIONAL/PRIMARY DIRECTOR (RD)	LOCAL ACADEMY BOARD (LAB)	HEADTEACHER
LEADERSHIP AND GOVERNANCE	Policies Review and approval of Trust wide policies	DETERMINE	REVIEW (With Operations Director)	ADVISE	ADVISE	
	Prepare terms of reference for LAB's and Committees	DETERMINE	ADVISE			
	Training programme for Directors and Governors	REVIEW	DETERMINE	ADVISE	ADVISE	ADVISE
	Appraisal of CEO	DETERMINE (Pay Committee)				
	Appraisals of Executive Team	ADVISE	DETERMINE			
	Appraisal of Headteachers/Heads of Schools	REVIEW	DETERMINE	ADVISE	ADVISE	
	Appraisal of Teaching Staff			DETERMINE	REVIEW	IMPLEMENT
	Academy Development Plans (ADP) For each Academy in line with the strategic aims of the Trust			REVIEW	ADVISE	DETERMINE
	Key Performance Indicators (Trust) Setting and reviewing performance of the Trust	DETERMINE	ADVISE			
	Key Performance Indicators (Academy) Setting and reviewing performance of the academies			DETERMINE	ADVISE	

Scheme of Delegation

		EXECUTIVE BOARD (TRUSTEES)	CEO	REGIONAL DIRECTOR (RD)	LOCAL ACADEMY BOARD (LAB)	HEADTEACHER/ HEAD OF SCHOOL
EDUCATION	Trust Education Strategies (Including curriculum, T&L, inclusion etc)	REVIEW	DETERMINE	ADVISE		ADVISE
	Quality of Teaching (Academy) Ensuring appropriate levels of support, challenge and intervention to support delivery of education outcomes		ADVISE	ADVISE REVIEW	REVIEW	DETERMINE
	Curriculum (Academy) Setting the curriculum for the Academies and reviewing its effectiveness		REVIEW	DETERMINE	REVIEW	DETERMINE
	Pupil Premium (PP) Reviewing and challenging the value for money/ROI of the Pupil Premium in terms of educational outcomes and narrowing the achievement gap			DETERMINE ADVISE	REVIEW	ADVISE IMPLEMENT
	Set admissions policy	DETERMINE	ADVISE		ADVISE IMPLEMENT	ADVISE
	Student issues (including uniform, attendance, exclusions, punctuality and disciplinary matters for each Academy)			ADVISE	REVIEW	DETERMINE
	Academy Hours Setting the opening and closing times for the Academies	DETERMINE	REVIEW		ADVISE	ADVISE
	Term dates and length of school day	DETERMINE	REVIEW		ADVISE	ADVISE

Scheme of Delegation

		EXECUTIVE BOARD (TRUSTEES)	CEO	REGIONAL DIRECTOR (RD)	LOCAL ACADEMY BOARD (LAB)	HEADTEACHER/ HEAD OF SCHOOL
FINANCE	Funding Model Agreeing a funding model across the Trust (and develop an individual funding model for the Academies) so as to secure the Trust's financial health in the short and long-term.	DETERMINE	ADVISE REVIEW (With Finance Director)	ADVISE	ADVISE	ADVISE
	Trust Annual Budget Formulating and setting the Trust-wide budget and approving annual accounts.	DETERMINE	ADVISE REVIEW (With Finance Director)			
	Academy Annual Budgets Formulation and determining the proportion of the overall budget to be delegated to each Academy (including uses of contingency funds/balances)	DETERMINE	ADVISE REVIEW (With Finance Director)		IMPLEMENT	
	Expenditure and ensuring delivery of Academy annual budgets	REVIEW	REVIEW (With Finance Director)	ADVISE	DETERMINE	IMPLEMENT ADVISE
	Financial Policies Establishing of policies and procedures to ensure compliance with the Trust's financial and reporting requirements, including delegation.	DETERMINE	ADVISE REVIEW (With Finance Director)		IMPLEMENT	
	Trust Risk Register	REVIEW	DETERMINE (With Finance Director)	ADVISE		

Scheme of Delegation

		EXECUTIVE BOARD (TRUSTEES)	CEO	REGIONAL DIRECTOR (RD)	LOCAL ACADEMY BOARD (LAB)	HEADTEACHER/ HEAD OF SCHOOL
HR AND OPERATIONS	Establishing Trust-wide HR Policies (Including recruitment, discipline, capability, grievance and absence policies) in accordance with all appropriate regulations	DETERMINE	ADVISE REVIEW (With Operations Director)	IMPLEMENT	ADVISE IMPLEMENT	ADVISE IMPLEMENT
	Setting Terms and Conditions of Employment	DETERMINE	ADVISE			
	Discipline and Grievance Policy	DETERMINE	ADVISE		IMPLEMENT	
	Determining and allocating Central Services provided to the Academies by the Trust	REVIEW	DETERMINE	ADVISE	ADVISE	ADVISE
	Overseeing the effectiveness of services provided centrally by the Trust	REVIEW	DETERMINE	ADVISE	ADVISE	ADVISE
	Asset and Premises Maintenance Strategy Determining use of Academies' premises and ensuring premises are adequately maintained	DETERMINE	ADVISE (With Estates Manager)		ADVISE	
	Acquiring and disposing of Trust land	DETERMINE	ADVISE (With Finance Director)		ADVISE	
	Media and PR Overseeing public relations activities to project the activities of the Trust and the Academies to the wider community		DETERMINE	ADVISE	IMPLEMENT ADVISE	IMPLEMENT
	Trust Prospectus and Website Including Academy corporate design		DETERMINE	ADVISE		ADVISE
	Academy Prospectus and Website			REVIEW	REVIEW	DETERMINE

Scheme of Delegation

		EXECUTIVE BOARD (TRUSTEES)	CEO	REGIONAL DIRECTOR (RD)	LOCAL ACADEMY BOARD (LAB)	HEADTEACHER/ HEAD OF SCHOOL
SAFEGUARDING	Trust Safeguarding Strategy	DETERMINE	REVIEW	ADVISE		
	General Safeguarding Policies & Procedures	DETERMINE	REVIEW	ADVISE		
	Individual Academy Safeguarding Policy			REVIEW		DETERMINE
	Ensure safeguarding compliance across Trust	DETERMINE	REVIEW	ADVISE		
	Ensure safeguarding compliance at academy level			ADVISE	DETERMINE	REVIEW
	Ensure safeguarding compliance at Alternative Provisions			ADVISE	DETERMINE	REVIEW
	Monitoring of safeguarding arrangements at academy level			ADVISE	DETERMINE	REVIEW
	Monitoring of safeguarding audits in academies			DETERMINE	ADVISE	REVIEW
	Provision and monitoring of safeguarding training				DETERMINE	REVIEW

GLOSSARY	
ADVISE	The individual/group that should advise and make recommendations on strategy or how a particular task should be completed.
IMPLEMENT	The individual/group that has responsibility for undertaking the particular task delegated to them and reporting on its delivery at suitable intervals.
DETERMINE	The individual/group that has primary responsibility for ensuring the particular task is completed and determining how the Trust and/or Academies (as appropriate) should undertake the task including determining appropriate milestones and targets to be reported against.
REVIEW	The individual/group that has responsibility for reviewing whether a particular task is being carried out satisfactorily and where appropriate, requiring action to be taken to ensure the task is delivered appropriately.

Scheme of Delegation

EXECUTIVE BOARD (TRUSTEES)	
DETERMINE	
LG	Strategic Objectives of the Trust
	Financial Oversight of the Trust
	Business Interests
	Appointments and Dismissal of Governors
	Appointment and Dismissal of the Responsible Officer and Audit Committee
	Appointment and Dismissal of the Clerk to the Board and LABs
	Appointment and Dismissal of Trust Principal
	Appointment and Dismissal of Executive Headteachers/COO/CFO
	Policies
	Prepare terms of reference for LAB's and Committees
	Appraisal of Trust Principal
	Key Performance Indicators (Trust)
E	Set admissions policy
	Academy Hours
	Term dates and length of school day
F	Funding Model
	Trust Annual Budget
	Academy Annual Budgets
	Financial Policies
HRO	Establishing Trust-wide HR Policies
	Setting Terms and Conditions of Employment
	Discipline and Grievance Policy
	Asset and Premises Maintenance Strategy
	Acquiring and disposing of Trust land
SG	Trust Safeguarding Strategy
	General Safeguarding Policies & Procedures
	Ensure Safeguarding compliance across Trust
REVIEW	
LG	Funding Agreement
	Regulations
	Training programme for Directors and Governors
	Appraisal of Headteachers/Heads of Schools
E	Trust Education Strategies
F	Expenditure and ensuring delivery of Academy annual budgets
	Trust Risk Register
HRO	Determining and allocating Central Services provided to the Academies by the Trust
	Overseeing the effectiveness of services provided centrally by the Trust

Scheme of Delegation

CEO	
ADVISE	
LG	Strategic Objectives of the Trust
	Financial Oversight of the Trust
	Appointments and Dismissal of Executive Headteachers/COO/CFO
	Appointment and Dismissal of the Clerk to the Board and LABs
	Prepare terms of reference for LAB's and Committees
	Key Performance Indicators (Trust)
E	Quality of Teaching (Academy)
	Set admissions policy
F	Funding Model
	Trust Annual Budget
	Academy Annual Budgets
	Financial Policies
HRO	Establishing Trust-wide HR Policies
	Setting Terms and Conditions of Employment
	Discipline and Grievance Policy
	Asset and Premises Maintenance Strategy
	Acquiring and disposing of Trust land
IMPLEMENT	
LG	Strategic objectives of the Trust
	Funding Agreement
	Regulations
	Financial Oversight of the Trust
DETERMINE	
LG	Appointment and Dismissal of Principals/Head of School
	Training programme for Directors and Governors
	Appraisal of Headteachers/Heads of Schools
E	Trust Education Strategies
F	Trust Risk Register
HRO	Determining and allocating Central Services provided to the Academies by the Trust
	Overseeing the effectiveness of services provided centrally by the Trust
	Media and PR
	Trust Prospectus and Website
REVIEW	
LG	Policies
E	Curriculum (Academy)
	Academy Hours
	Term dates and length of school day
F	Funding Model
	Trust Annual Budget
	Academy Annual Budgets
	Expenditure and ensuring delivery of Academy annual budgets
	Financial Policies

Scheme of Delegation

CEO	
HRO	Establishing Trust-wide HR Policies
SG	Trust Safeguarding Strategy
	General Safeguarding Policies & Procedures
	Ensure Safeguarding compliance across Trust

Scheme of Delegation

REGIONAL DIRECTOR (RD)	
ADVISE	
LG	Appointment and Dismissal of Principals/Head of School
	Policies
	Training programme for Directors and Governors
	Appraisal of Headteachers/Heads of Schools
E	Trust Education Strategies
	Quality of Teaching (Academy)
	Pupil Premium (PP)
	Student issues
F	Funding Model
	Expenditure and ensuring delivery of Academy annual budgets
	Trust Risk Register
HRO	Determining and allocating Central Services provided to the Academies by the Trust
	Overseeing the effectiveness of services provided centrally by the Trust
	Media and PR
	Trust Prospectus and Website
SG	Trust Safeguarding Strategy
	General Safeguarding Policies & Procedures
	Ensure Safeguarding compliance across Trust
	Ensure Safeguarding compliance at academy level
	Ensure Safeguarding compliance at Alternative Provisions
	Monitoring of Safeguarding arrangements at academy level
IMPLEMENT	
LG	Strategic Objectives of the Trust
HRO	Establishing Trust-wide HR Policies
DETERMINE	
LG	Key Performance Indicators (Academy)
	Appraisal of Teaching Staff
E	Curriculum (Academy)
	Pupil Premium (PP)
SG	Monitoring of Safeguarding audits in academies
REVIEW	
LG	Academy Development Plans (ADP)
HRO	Academy Prospectus and Website
SG	Individual Academy Safeguarding Policy

Scheme of Delegation

LOCAL ACADEMY BOARD (LAB)		
ADVISE		
LG		Strategic Objectives of the Trust
		Business Interests
		Appointments and Dismissal of Directors and Governors
		Appointments and Dismissal of the Clerk to the Board and LABs
		Appointment and Dismissal of Principals/Head of School
		Policies
		Training programmes for Directors and Governors
		Appraisal of Headteachers/Heads of Schools
		Academy Development Plans (ADP)
		Key Performance Indicators (Academy)
E		Set admissions policy
		Academy Hours
		Term dates and length of school day
F		Funding Model
HRO		Establishing Trust-wide HR Policies
		Acquiring and disposing of Trust land
		Determining and allocating Central Services provided to the Academies by the Trust
		Overseeing the effectiveness of services provided centrally by the Trust
		Asset and Premises Maintenance Strategy
		Media and PR
SG		Monitoring of Safeguarding audits in academies
IMPLEMENT		
LG		Funding Agreement
E		Set admissions policy
F		Financial Policies
		Academy Annual Budgets
HRO		Establishing Trust-wide HR Policies
		Discipline and Grievance Policy
		Media and PR
DETERMINE		
F		Expenditure and ensuring delivery of Academy annual budgets
SG		Ensure Safeguarding compliance at academy level
		Ensure Safeguarding compliance at Alternative Provisions
		Monitoring of Safeguarding arrangements at academy level
		Provision and monitoring of Safeguarding training
REVIEW		
LG		Appraisal of Teaching Staff
E		Quality of Teaching (Academy)
		Curriculum (Academy)
		Pupil Premium (PP)
		Student issues
HRO		Academy Prospectus and Website

Scheme of Delegation

HEADTEACHER/HEAD OF SCHOOL	
ADVISE	
LG	Training programme for Directors and Governors
E	Trust Education Strategies
	Pupil Premium (PP)
	Set admissions policy
	Academy Hours
	Term dates and length of school day
F	Funding Model
	Expenditure and ensuring delivery of Academy annual budgets
HRO	Establishing Trust-wide HR Policies
	Determining and allocating Central Services provided to the Academies by the Trust
	Overseeing the effectiveness of services provided centrally by the Trust
	Trust Prospectus and Website
IMPLEMENT	
LG	Funding Agreement
	Appraisal of Teaching Staff
E	Pupil Premium (PP)
F	Expenditure and ensuring delivery of Academy annual budgets
HRO	Establishing Trust-wide HR Policies
	Media and PR
DETERMINE	
LG	Academy Development Plans (ADP)
E	Quality of Teaching (Academy)
	Curriculum (Academy)
	Student issues
HRO	Academy Prospectus and Website
SG	Individual Academy Safeguarding Policy
REVIEW	
SG	Ensure Safeguarding compliance at academy level
	Ensure Safeguarding compliance at Alternative Provisions
	Monitoring of Safeguarding arrangements at academy level
	Monitoring of Safeguarding audits in academies
	Provision and monitoring of Safeguarding training