



# Scheme of Delegation

Date of Approval by Trust Board:	5 <sup>th</sup> June 2025
Date of Next Review:	Autumn 2025
Version Control:	24.04.2024: Version 1.0 (based on NGA Model 2023) 22.10.2024: Version 1.1 (addition of Appendix 1 - Delegation of statutory policies) 05.06.2025: Version 1.2 (amendment to Financial Limits)

Key	
A Accountable (and approver)	Answerable for the task being delivered. Delegates the task to those responsible. There should be only one group/person accountable for each task/decision.
R Responsible	Responsible for the delivery. Does the work to achieve the task. Can be shared between groups/individuals.
C Consulted	Needs to be involved before the decision is made. Communication is two-way – these are important stakeholders or have relevant specialist knowledge.
*Highlighted	Statutory expectation or necessary to comply with articles of association or funding agreement.

		Members	Trust board	CEO	Academy committees	Headteachers
<b>1. Board business</b>						
1.1	Appoint/remove members	*A/R				
1.2	Appoint/remove trustees	*A/R	*A/R			
1.3	Elect chair of trustees		*A/R			
1.4	Appoint and remove board committee chairs		*A/R			
1.5	Establish and review trust governance structure, roles and responsibilities		*A/R	C		
1.6	Agree named safeguarding trustee		*A/R			
1.7	Agree named SEND trustee lead		*A/R			
1.8	Agree named careers trustee lead		*A/R			
1.9	Appoint/remove academy committee chairs		*A	R	C	
1.10	Appoint/remove academy committee members		*A	R	C	
1.11	Appoint trust governance professional		*A	R		
1.12	Agree academy committee clerking arrangements		*A	R	C	
1.13	Articles of association: review		*A/R			
1.14	Articles of association: ratify	*A/R				
1.15	Agree committee terms of reference (Academy Committees and Headteachers for LGB Terms of Reference)		*A/R	C	C	C
1.16	Complete annual review of scheme of delegation		*A	R	C	
1.17	Complete annual trust board self-review		A/R			

		Members	Trust board	CEO	Academy committees	Headteachers
1.18	Complete review of local governance	C	A	R	C	C
1.19	Publish governance arrangements on trust and schools' websites		*A	R		
1.20	Ensure trust website is compliant and effective		*A	R		
1.21	Ensure school websites are compliant and effective		*A	A		R
1.22	Submit annual report on the performance of the trust to members and publish		A	R		
1.23	Commission external review of board effectiveness every three years	C	A/R	C		
1.24	Annually report work of academy committee: submit to trust and publish		A	C	R	C
<b>2. Vision and strategy</b>						
2.1	Determine trust's vision, strategy and key priorities		A/R	R	C	C
2.2	Apply trust vision and strategy to individual schools		A	R	C	R
2.3	Determine trust-wide policies which reflect the trust's ethos and values		*A	R		
2.4	Determine school level policies		*A	R	C	R
2.5	Establish risk register and conduct regular review		*A	R		
2.6	Ensure engagement with stakeholders		A	R	R	R
<b>3. Finance and estates</b>						
3.1	Appoint and remove external auditors	*A/R	C	C		
3.2	Appoint and performance manage chief financial officer		*A	R		
3.3	Produce trust's scheme of financial delegation		*A	R		
3.4	Receive external auditors report	*A/R				
3.5	Action recommendations made by external auditors		*A	R		R
3.6	Produce annual report and accounts in line with the Charity Commission's Statement of Recommended Practice		*A	R		
3.7	Submit ESFA required reports and returns		*A	R		

		Members	Trust board	CEO	Academy committees	Headteachers
3.8	Agree budget plan to support delivery of trust strategic priorities		A	R		
3.9	Agree budget plan to support delivery of school strategic priorities		*A	A	R	R
3.10	Monitor trust budget		*A	R		
3.11	Carry out benchmarking and trust-wide value for money evaluation		C	A/R		
3.12	Agree reporting and monitoring arrangements for trust and school budgets		*A	R	C	C
3.13	Approve trust-wide estate vision, strategy and asset management plan		*A/R	C		
3.14	Monitor school estate to ensure it is safe and well maintained		*A		R	R

		Members	Trust board	CEO	Academy committees	Headteachers
<b>4. Human resources</b>						
4.1	Appoint and dismiss CEO/accounting Officer		*A	R		
4.2	Performance manage CEO		*A/R			
4.3	Agree CEO and Senior Executive Team pay and reward		*A/R			
4.4	Conduct Senior Executive Team performance management		C	A/R		
4.5	Conduct headteacher performance management			A/R	C	
4.6	Agree headteacher pay and reward			A/R	C	
4.7	Review and agree staff appraisal procedure and pay progression		A	R		C
4.8	Determine executive team staffing structure		*A	R		
4.9	Determine school staffing structure			A	C	R
4.10	Headteacher appointments and dismissal		C	A/R	C	
4.11	Trust wide pay policy, terms and conditions of employment		*A	R		
4.12	Determine disciplinary and capability policies		*A	R		
4.13	Implement disciplinary and capability procedures – CEO		A/R			
4.14	Implement disciplinary and capability – central team and Headteachers		A	R		
4.15	Implement disciplinary and capability procedures – schools		A	C	C	R
4.16	Approval of exit payments/early retirement/pension discretion (above a certain threshold)		*A	C		

		Members	Trust board	CEO	Academy committees	Headteachers
<b>5. Education</b>						
5.1	Approve trust curriculum/school curriculum and curriculum policy		A	R		C
5.2	Ensure high standards of teaching and learning		A	R	C	R
5.3	Delivery of curriculum			A		R
5.4	Set targets for trust outcomes		A	R		
5.5	Plan and deliver individual school improvement interventions and strategies			A	C	R
5.6	Agree trust behaviour policy		C	A/R	C	C
5.7	Implement behaviour policy			A		R
5.8	Review permanent and fixed term exclusions		*A/R	C	R/C	
5.9	Agree admissions policy		*A	R	C	C
5.10	Admissions appeal process		*A	R	C	R
5.11	Determine complaints policy		*A/R	C	C	
5.12	Implement complaints procedures		*A/R	R	R	R
<b>6. Community</b>						
6.1	Developing stakeholder partnerships across the trust		A	R	C	C
6.2	Developing stakeholder partnerships at school level			C	A	R

		Trust board	CEO	CFO	Headteachers
<b>7. Financial Limits</b>					
7.1	Approve capital budget variations (subject to available in-year surplus)	>£150K	>£75K - £150K	>£25K - £75K (Secondary) >£15K - £75K (Primary)	Up to £25K (Secondary) Up to £15K (Primary)
7.2	Agree local procurement plan within agreed budget and authorize contracts	>£150K	>£75K - £150K	>£25K - £75K (Secondary) >£15K - £75K (Primary)	Up to £25K (Secondary) Up to £15K (Primary)
7.3	Agree staffing expenditure variations from budget	>£150K	>£75K - £150K	>£25K - £75K (Secondary) >£15K - £75K (Primary)	Up to £25K (Secondary) Up to £15K (Primary)
7.4	Agree central premises and capital related strategy plans; agree major works	>£75K	>£50K - £75K	Up to £50K	C
7.5	Authorise/disposal of assets (Net book value at time of disposal)	>£75K	>£30K - £75K	>£10K - £30K (Secondary) >£5K - £30K (Primary)	Up to £10K (Secondary) Up to £5K (Primary)
7.6	Authorise bad debt write off	>£25K	>£10K - £25K	>£2.5K - £10K (Secondary) >£1K - £10K (Primary)	Up to £2.5K (Secondary) Up to £1K (Primary)
7.7	General procurement – PSF sign off		>£15K	>£10K - £15K (Secondary) >£5K - £15K (Primary)	Up to £10K (Secondary) Up to £5K (Primary)
7.8	Novel, Contentious and Repercussive Transactions (all subject to prior DfE approval): Trust Board only	>£0K	N/A	N/A	N/A

## Appendix 1: Delegation of Statutory Policies

	Members	Trust board	CEO	Academy committees	Headteachers
<b>TRUST BOARD APPROVAL</b>					
Accessibility Plan – Trust Level		BOARD			
Accounting		FINANCE			
Admissions – Trust Level		BOARD			
Allegations of Abuse against staff		BOARD			
Anti-Bribery and Corruption		FINANCE			
5-year Asset Management Plan (prev. Premises Management)		FINANCE			
Attendance – Trust Level		STANDARDS			
Behaviour and Discipline – Trust Level		STANDARDS		***	***
Charging and Remissions		FINANCE		***	***
Capability		BOARD			
Children with Health Needs who cannot attend School		STANDARDS		***	***
Complaints and Complaints Procedures (adapted to include specific contact info at School Level)		BOARD			
Data Protection		BOARD			
ECT Induction		STANDARDS		***	***
Equalities and Diversity Policy and Objectives		BOARD			***
Gifts and Hospitality		FINANCE			
Health and Safety – Trust Level		FINANCE			
Investments and Reserves		FINANCE			
Pay		RECOM		***	
Procurement and Tendering		FINANCE			
Safeguarding – Trust Level		BOARD			
Safeguarding and Child Protection – Model Policy		BOARD			
SEND – Trust Level		STANDARDS			
Staff Code of Conduct		BOARD			



	Members	Trust board	CEO	Academy committees	Headteachers
Staff Disciplinary		BOARD			
Staff Grievance		BOARD			
Trust Expenses		FINANCE			
Whistleblowing – Trust Level		BOARD			

\*\*\* Responsibilities included in policy

	Members	Trust board	CEO	Academy committees	Headteachers
<b>CEO APPROVAL</b>					
Anti-Bullying – Trust Level			CEO		
First Aid – Trust Level			CEO		
Freedom of Information			CEO		
Relationships and Sex Education – Trust Level			CEO		
Safer Recruitment			CEO	***	
Supporting Pupils with Medical Conditions			CEO	***	***

\*\*\* Responsibilities included in policy

	Members	Trust board	CEO	Academy committees	Headteachers
<b>LGB APPROVAL</b>					
Accessibility - School Level				LGB	
Admission - School Level				LGB	
Anti-Bullying – School Level				LGB	
Attendance – School Level				LGB	
Behaviour Statement and Procedures – School Level				LGB	
Careers Guidance incl. Provider Access				LGB	
First Aid – School Level (adapted from Appendix 1 in Trust Level)				LGB	

	Members	Trust board	CEO	Academy committees	Headteachers
Health and Safety – School Level				LGB	
Premises Management – School Level including: <ul style="list-style-type: none"> <li>• 5 year rolling plan</li> <li>• Business Continuity Plan</li> <li>• Asset Register</li> <li>• Emergency Procedures</li> <li>• Annual external Health and Safety Audits</li> </ul>				LGB	
Relationships and Sex Education – School Level				LGB	
Safeguarding – School Level				LGB	
School Uniform				LGB	
SEND – School Level				LGB	
Suspensions and Exclusions				LGB	
Whistleblowing – School Level (including named governor)				LGB	