



SALT (“the MAT”)

Scheme of Delegation

For

Compass Academy (“the Academy”)

Approved by Board of Trustees **on** 11.03.19

Applies from: 01.03.19

Date of next scheduled review: March 2020 and then annually

Publication/communication requirements: The Board of Trustees should ensure that a copy is provided to Members, Board Committees (including the Local Governing Committee), the Chief Executive, Executive Principal and the Principal. The Document should also be published on the Trust and Academy websites.

INTRODUCTION

1. Purpose of the Scheme of Delegation

- 1.1 The primary purpose of this Scheme of Delegation (Scheme) is to inform those involved with the governance of the Academy of where decision making, advisory and other responsibilities lie within the MAT.
- 1.2 The Scheme does not contain details of every decision/responsibility or every aspect that will be delegated. Its content will be supplemented by the Trust's strategic plans, policies and procedures and any direction given or rules and directions agreed or issued by the Members or the Board of Directors/Trustees. In the event that there is uncertainty as to which tier of governance has responsibility for a particular matter, guidance should be sought from the Chair of the Board of Directors/Trustees.
- 1.3 Whilst the Scheme is an important document, the way it is operated in practice will be the key to its efficacy. Good communication between the Board and its Committees and relevant members of staff will be essential. It is hoped that the establishment of a Chairs Group and a Principals Group will aid communication in this respect and aid with effective governance more generally.
- 1.4 The Scheme should not be confused with the written scheme of delegation of financial powers referred to in the Academies Financial Handbook, which is a separate document.

2. Adoption of the Scheme

- 2.1 This Scheme has been approved by the Board of Directors/Trustees and shall apply to the Academy from the date shown on the front cover.

3. How it has been determined

- 3.1 In determining this Scheme, the Directors/Trustees have been mindful that:

- a. The Board of Directors/Trustees is ultimately accountable for the way in which the academies managed by the MAT are run and as such must be satisfied that delegation takes place only where appropriate and that it receives appropriate reports on matters delegated by it/actions taken in its name to enable appropriate oversight.
- b. There are some areas where it makes sense for matters to be dealt with centrally, rather than by individual academies. It is hoped that this will reduce the burden on the individual academies, which already have a heavy workload, and in appropriate cases achieve economies of scale.
- c. The Board cannot take all decisions itself, and in making decisions that the Board reserves for itself, it will often be reliant on information and advice from and be guided (as appropriate) by its Committees, the academy LGCs and others operating at academy level. The Board considers that there is often a powerful case for local involvement in decision making.
- d. The level of delegation will reflect the circumstances of the Academy at the time of delegation. Academies with strong Principals and LGCs will in general have a greater level of delegation than those with weaker Principals and/or LGCs. Furthermore, particular weaknesses e.g. in relation to standards, may require certain decisions/responsibilities to be taken back by the Board of Directors/Trustees.

4. Termination and amendment

- 4.1 The Scheme will be subject to formal review annually. However, the Board deems it appropriate, changes will be made in year.
- 4.2 The Board has the absolute discretion to review, amend and/or terminate the Scheme at any time and as it sees fit (subject to complying with the legal requirements upon it).
- 4.3 As the MAT and the academies develop, so may the governance arrangements and accordingly the delegations that are in place. For example (and without limitation):
- Changes may need to be made as a result of lessons learned and development of best practice;
 - It is hoped that the strength of weaker academies will increase over time such that additional responsibilities may be delegated;
 - Where weaknesses develop in an academy's leadership and governance, or in particular areas, the MAT may need to intervene and remove delegations.
- 4.4 The Board would welcome comments on the operation of the Scheme where it is felt that revisions should be made. Where practicable, the Board will give the LGC an opportunity to comment before determining the Scheme of Delegation.
- 4.5 All information relating to Governance is on the Trust website along with academy websites. There are also Articles of Association and a Governance Handbook.

5. Delegation Matrix

- 5.1 The delegation matrix that applies in respect of the Academy is set out below. It is structured in accordance with the following index:

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Delegation Matrix – Compass Academy

A. Overarching Governance										
AI Member matters										
DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS	
1.	Amendment of Articles of Association	Decide	Advise	Advise				See advice/ comments	<ul style="list-style-type: none"> Company Secretary advice and support with process Legal advice (as required) 	<ul style="list-style-type: none"> Consent of York Diocesan Board of Education (YDBE) required. DfE and/or Charity Commission consent required in certain cases. Must be filed at Companies House along with copy of special resolution and any required forms.
2.	Call Members' Meetings	Decide	Decide					<ul style="list-style-type: none"> Company Secretary advice and support with process 	<ul style="list-style-type: none"> As a minimum, Members should hold an AGM once a year. Extraordinary meetings may also be called by Directors/Trustees or Members. Decisions may be made by written resolution between meetings. 	
3.	Appoint/remove Members	Decide						See advice/ comments	<ul style="list-style-type: none"> Company Secretary advice and support with process 	<ul style="list-style-type: none"> Company Secretary to liaise with Trust personnel to ensure: <ul style="list-style-type: none"> - appropriate DBS and related checks made; - GIAS notifications are made; - Details of Member and their interests are uploaded on Trust website.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
4.	Complete Member register of interests, and keep under regular review	Responsible		Receive				See advice/ comments	<ul style="list-style-type: none"> Company Secretary advice and support with process 	<ul style="list-style-type: none"> Company Secretary to liaise with Trust personnel to ensure details are uploaded on Trust website. Register of Member Interests should be brought to the attention of decision makers as appropriate (Chief Executive to oversee).
A2 Board matters										
5.	Appoint/remove Directors/Trustees	Decide	Advise					See advice/ comments	<ul style="list-style-type: none"> Company Secretary advice and support with process Directors/Trustees to advise on skills gaps to inform decision making 	<ul style="list-style-type: none"> Code of Conduct should be agreed and all Directors/Trustees should be required to sign it. Company Secretary to liaise with appropriate Trust personnel to ensure that: <ul style="list-style-type: none"> appropriate DBS and related checks are made; GLAS notifications are made; Details of Director/Trustee and their interests are uploaded on Trust website. Return must be filed at Companies House. Chair of Board, Chief Executive and Company Secretary and others as appropriate to provide induction.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
6.	Complete Director/Trustee board skills audit and training plan annually	Receive	Responsible	Advise					<ul style="list-style-type: none"> • Chair of Board to lead - Company Secretary advice and support with process 	<ul style="list-style-type: none"> • Chair of Board to follow up with Directors/Trustees on training requirements. • Details of skills gaps should be provided to those responsible for appointing Directors/Trustees when a vacancy arises.
7.	Appoint/Remove Chair of Trustees	Decide	Decide/ Recommend						<ul style="list-style-type: none"> • Company Secretary advice and support with process 	<ul style="list-style-type: none"> • Should not be an employee. • Guidance available in Governance Handbook.
8.	Appointment Vice Chair of Trustees		Decide						<ul style="list-style-type: none"> • Company Secretary advice and support with process 	<ul style="list-style-type: none"> • Should not be an employee. • Guidance available in Governance Handbook.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
9.	Determine and allocate specific Director/Trustee roles (as required)		Decide						<ul style="list-style-type: none"> Chair to advise based on skills audit 	<ul style="list-style-type: none"> Specific roles appropriate to the MAT e.g. Safeguarding/Child Protection, Health and Safety, Special Educational Needs. Allocated Directors/Trustees should work with the Local Governors given specific responsibilities in their areas (the roles should dovetail). NB All Directors/Trustees continue to have responsibility for these areas, despite any allocation of specific roles.
10.	Confirm Accounting Officer		Decide						<ul style="list-style-type: none"> Finance Director to support and notify Secretary of State 	<ul style="list-style-type: none"> Should be the Chief Executive or equivalent (the role will be heavily supported by the Finance Director and the Principals). Has responsibility for regularity, propriety and value for money. Also responsibility for ensuring that proper financial records and accounts are kept.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
11.	Appoint/remove Company Secretary		Decide	Advise					<ul style="list-style-type: none"> • HR advice obtained as required 	<ul style="list-style-type: none"> • Should have relevant experience in school/company/charity governance. • The relevant appointee will also act as Governance Officer – see section C below. • Reports directly to the Board.
12.	Determine Scheme of Delegation		Decide	Advise	Consult	Consult	Consult	See advice/ comments	<ul style="list-style-type: none"> • Company Secretary and Chief Executive advise and support • LGCs and other Committees to provide advice on amendment based on experience of operation 	<ul style="list-style-type: none"> • The document will be reviewed every year or more frequently where the Directors/Trustees deem this to be desirable. • Where practicable, the Board will give the LGC and Committees an opportunity to comment before determining the Scheme of Delegation. • The Scheme will comply with the Memorandum and Articles of Association and other legal requirements, including any matters that are reserved to Members from time to time.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
13.	Complete Director/Trustee register of interests and keep under regular review	Receive	Responsible	Receive				See advice/ comments	<ul style="list-style-type: none"> Company Secretary advice and support with process 	<ul style="list-style-type: none"> Company Secretary to liaise with Trust personnel to ensure details are uploaded on Trust website. Register of Director Interests should be brought to the attention of decision makers as appropriate (Chief Executive to oversee).
14.	Board of Directors/Trustees' Annual Schedule of Business		Decide	Advise	Receive				<ul style="list-style-type: none"> Chair of Board to lead, with Company Secretary advice and support with process Appropriate advice and input from Chief Executive and those responsible for planning LGC/other Committee Annual Schedule of Business 	<ul style="list-style-type: none"> Should be shared with LGC and other Committees to inform their work. Chair of Board and Company Secretary to use to inform agenda setting. Directors/Trustees should meet at least every half term.
15.	Determine policy review process and schedule		Decide	Advise	Receive				<ul style="list-style-type: none"> Company Secretary advice and support with process Appropriate advice and input from Chief Executive (and other key employees) and those responsible for LGC/other Committee policy review 	<ul style="list-style-type: none"> Needs to dovetail with annual schedule of business (see above). Should specify what policies there are to be, the lead member of staff responsible for the policy, the approving person/body and when the review will take place. Review of policies to be conducted in accordance with process and schedule.
16.	Annual Review of Governance and Board Effectiveness		Responsible	Advise	Consult	Consult	Consult		<ul style="list-style-type: none"> Chair of Board to lead. Company Secretary and Chief Executive advice and support with process 	<ul style="list-style-type: none"> This should dovetail with the Committees' (including LGC's) reviews of their own effectiveness (see below). The outcome of the review may impact on the level of delegation to LGCs and others under the Scheme of Delegation or otherwise. Directors/Trustees to consider whether an external review of governance should take place.

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DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
17. Annual Report and Financial Statements	Receive and scrutinise	Approve	Advise, Approve				See advice/ comments	<ul style="list-style-type: none"> Finance Director to coordinate draft, with input from Chief Executive and Company Secretary Auditors to review and sign off Directors/Trustees and Accountable Officer must approve relevant sections 	<ul style="list-style-type: none"> The Members should receive and scrutinise the accounts at their AGM. The document should be filed with Companies House and the DfE and uploaded onto the Trust's website.
18. Other company returns		Approve	Advise, Approve					<ul style="list-style-type: none"> Directors/Trustees to approve as required Trust staff to advise as appropriate e.g. HR Director, Finance Director, Company Secretary 	<ul style="list-style-type: none"> To include key Companies House filings and DfE returns.
19. Chief Executive Reports to Directors/Trustees		Receive, Scrutinise	Responsible					<ul style="list-style-type: none"> The Chief Executive will be supported by others as appropriate e.g. Company Secretary, Finance Director, HR Director 	<ul style="list-style-type: none"> The Directors/Trustees should agree with the Chief Executive what reports are required, the required frequency and the content of those reports. The Directors/Trustees should receive the reports at a Board meeting to enable appropriate questioning and follow up.

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DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
20.	Supplemental Reports to Members	Receive, Scrutinise	Approve	Advise					<ul style="list-style-type: none"> The Chief Executive should co-ordinate the reports for input and approval by the Directors/Trustees. The Chief Executive and the Directors/Trustees will be supported by others as appropriate e.g. Company secretary, Finance Director, HR Director, 	<ul style="list-style-type: none"> The Members should agree with the Directors/Trustees what additional reports are required, the required frequency and the content of those reports. The Members should receive the supplemental reports at their AGM and/or at Extraordinary General Meetings to enable appropriate questioning and follow up.
21.	Setting up any subsidiary company or linked charity	Decide	Decide/ Recommend						<ul style="list-style-type: none"> Legal and financial advice required 	<ul style="list-style-type: none"> Directors/Trustees must keep the need for a subsidiary company under review, based on the Trust's trading and related activities.
A3	LGC and other committee matters									
DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS

Delegation Matrix – Compass Academy

22.	Determine and keep under review Committee complement		Decide	Advise		Consult	Consult	Consult		<ul style="list-style-type: none"> • Chief Executive and Company Secretary to advise and support • Principal and Clerk to aid formulation of LGC advice 	<ul style="list-style-type: none"> • Consideration will need to be given as to: <ul style="list-style-type: none"> what Committees are required (under the Articles of Association/Funding Agreements/Academies Financial Handbook e.g. Audit/Finance, LGC); What additional Committees (board and/or LGC and/or shared) would be useful given the size of the MAT and the decision making functions that take place at each level of governance; Membership, terms of reference, reporting requirements, decision making and other procedures etc. of each Committee (please see below). • Under the Articles of Association: <ul style="list-style-type: none"> The constitution, membership and proceedings of any committee must be determined by the Directors/Trustees; The establishment, terms of reference, constitution and membership of any committee shall be reviewed at least once in every twelve months; The membership of any committee of the Directors/Trustees may include persons who are not Directors/Trustees, provided that (with the exception of the LGCs) a majority of members of any such committee shall be Directors/Trustees; Except in the case of a LGC, no vote on any matter shall be taken at a meeting of a committee of the Directors/Trustees unless the majority of members of the committee present are Directors/Trustees. • Academy trusts are required to establish a Director/Trustee committee to provide assurance over the suitability of, and compliance with, its financial systems and operational controls. All Trusts with an annual income over £50 million must have a dedicated audit committee. The majority of members must be Trustees.
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Delegation Matrix – Compass Academy

23.	Determining LGC composition		Decide	Recommend	Advise	Advise	Advise	See advice/ comments	<ul style="list-style-type: none"> • Clerk advice and support with process 	<ul style="list-style-type: none"> • The composition will be set out in the LGC's Terms of Reference.
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Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
24.	Appointing LGC Members		Decide	Recommend		Advise		See advice/ comments	<ul style="list-style-type: none"> • Clerk advice and support with process • Details of skills gaps should be provided to those responsible for appointing Local Governors when a vacancy arises 	<ul style="list-style-type: none"> • Code of Conduct should be agreed and all Local Governors should be required to sign it. • Clerk to liaise with appropriate staff to ensure: <ul style="list-style-type: none"> • appropriate DBS and related checks are made; • GIAS notifications are made; • Details of Local Governors and their interests are uploaded on Academy website. • Clerk, Principal and Chair of LGC (and others as appropriate) to lead induction.
25.	Hold staff and parent elections for LGC				Responsible		Advise		<ul style="list-style-type: none"> • Clerk and Principal advice and support with process 	<ul style="list-style-type: none"> • Must be in accordance with any relevant provisions in Articles of Association, Scheme of Delegation and LGC Terms of Reference. • LGC Members to flag need for skills as part of process. • LGC to appoint in the event no-one puts themselves forward for election.
26.	Appoint Chair of LGC		Decide	Advise	Recommend	Advise			<ul style="list-style-type: none"> • Clerk advice and support with process 	<ul style="list-style-type: none"> • Should not be an employee.
27.	Appoint vice Chair of LGC			Advise	Decide	Advise			<ul style="list-style-type: none"> • Clerk advice and support with process 	<ul style="list-style-type: none"> • Should not be an employee.

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DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
28.	Allocate specific local governor roles		Advise	Advise	Decide		Advise		<ul style="list-style-type: none"> • Chair of LGC to lead, based on skills • Directors/Trustees to specify certain required roles to dovetail with own link Directors/Trustees (if applicable) 	<ul style="list-style-type: none"> • Allocated LGC members should work with Directors/Trustees allocated with specific responsibilities in their areas. • LGC may choose to allocate additional link roles. • All LGC members continue to have responsibility for these areas, despite any allocation of specific roles.
29.	Confirm local Accounting Officer (Academy level)		Decide	Advise					<ul style="list-style-type: none"> • Reports to Chief Executive as overall Accounting Officer 	<ul style="list-style-type: none"> • Will generally be the Principal or equivalent (the role will be heavily supported by the Academy's Finance manager or equivalent). • Has responsibility for regularity, propriety and value for money at Academy level. • Also responsibility for ensuring that proper financial records and accounts are kept.

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DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
30.	Complete LGC register of interests and keep under regular review		Receive	Receive	Responsible		Receive	See advice/ comments	<ul style="list-style-type: none"> • Clerk advice and support with process • Clerk to liaise with appropriate Academy personnel to ensure uploaded on website 	<ul style="list-style-type: none"> • Register of LGC Interests should be brought to the attention of decision makers as appropriate (Principal to oversee).
31.	Determine LGC annual schedule of business		Advise	Advise	Responsible		Advise		<ul style="list-style-type: none"> • Chair to lead with Clerk advice and support with process • Appropriate advice and input from Chief Executive, Principal and those responsible for planning other Annual Schedules of Business 	<ul style="list-style-type: none"> • This needs to dovetail with the Board of Trustees' Schedule of business. • Chair and Clerk to use to inform agenda setting. • LGC should meet at least once each half term.

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DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
32.	Academy level Reporting to Directors/Trustees		Receive, Scrutinise	Advise	Responsible & Approve					<ul style="list-style-type: none"> • LGC minutes will be provided to Directors/Trustees as standard. The co-ordinated schedule of business should mean that this enables LGC advice to get to the Board in a timely manner to inform their decision making. • The content and frequency of any additional LGC reports shall be specified by the Directors/Trustees. • Additional Academy level reporting should be included in Chief Executive reports as appropriate (see above). • The Directors/Trustees should receive the minutes and any additional reports at Board Meetings to enable appropriate discussion and scrutiny.

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DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
33.	Review of LGC effectiveness		Receive, Scrutinise	Advise	Responsible	Advise	Advise		<ul style="list-style-type: none"> Chair of LGC to lead, Clerk advice and support with process 	<ul style="list-style-type: none"> This should dovetail with the Board's reviews of their own effectiveness (Directors/Trustees may set a template). Conclusions should be fed into the Board's review of governance effectiveness and may impact on future levels of delegation pursuant to the Scheme of Delegation. LGC to participate as required in any external review of governance required by the Directors/Trustees.
34.	LGC skills audit		Receive, Scrutinise	Recommend	Responsible	Advise	Advise		<ul style="list-style-type: none"> Clerk advice and support with process 	<ul style="list-style-type: none"> Directors/Trustees may set a template. Directors/Trustees to receive details and may impact on areas of delegation. Details of skills gaps should be provided to those responsible for appointing local governors when a vacancy arises.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
35.	Appoint/remove clerk to the LGC		Decide	Advise	Recommend	Advise	Consult		<ul style="list-style-type: none"> HR advice obtained as required LGC to recommend for Director/Trustee approval 	<ul style="list-style-type: none"> Should have relevant experience in school and academy governance.
36.	Determine LGC procedures		Decide		Advise	Advise			<ul style="list-style-type: none"> Company Secretary advice and support Clerk to support LGB in formulating advice 	<ul style="list-style-type: none"> These must be in compliance with the Articles of Association and must include details relating to appointment of Chair/Vice Chair, quorum and decision making and other procedures etc. Detailed in Governance Handbook.
A4		Heads and Chairs Group								
37.	Establish Heads Group			Responsible			Participate			<ul style="list-style-type: none"> Chief Executive to establish and lead Heads Group to enable all Principals to feed in their thoughts and advice in relation to pertinent matters for their Academy and to enable co-ordinated reporting (through the Chief Executive) to the Board.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
38.	Establish Chairs Group		Responsible CHAIR		Participate CHAIR				<ul style="list-style-type: none"> Supported by Company Secretary as required 	<ul style="list-style-type: none"> Chair of Directors/Trustees to establish and lead Chairs Group to enable all LGC Chairs to feed in their thoughts and advice in relation to pertinent matters for their Academy and to ensure dovetailing of Director/Trustee and LGC business.
A5 Miscellaneous										
39.	Determine governance policies and procedures for Directors/Trustees and Local Governors		Approve						<ul style="list-style-type: none"> Company Secretary advice and support 	<ul style="list-style-type: none"> E.g. appointment, Induction, expenses, Interests (conflicts, payments, contacts etc), Code of Conduct. Policies must be in accordance with Articles of Association.
40.	Obtain Director/Trustee and Officers insurance		Approve						<ul style="list-style-type: none"> Finance Director and Company Secretary advice and support 	<ul style="list-style-type: none"> Must be in accordance with Articles of Association.

Delegation Matrix – Compass Academy

A6 Website reporting									
DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
41. Governance details on trust website	Receive	Approve	Advise	Advise CLERK	Advise	Advise		<ul style="list-style-type: none"> Company Secretary & Chief Executive to advise and support, Principal and LGC Clerk to feed in relevant information at Academy level 	<ul style="list-style-type: none"> Trust to approve framework. Company Secretary responsible for ensuring Trust level information up to date. LGC Clerk responsible for ensuring Academy level information up to date.

Delegation Matrix – Compass Academy

B. Strategy and Leadership										
B1 Strategic planning and oversight										
	DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
1.	Set Trust vision and ethos statement		Decide	Advise					<ul style="list-style-type: none"> Chief Executive leading role in formulating for Director/Trustee scrutiny 	<ul style="list-style-type: none"> Chief Executive responsible for implementation.
2.	Set strategic objectives and KPIs of Trust and determine Trust Development Plan and review process		Decide	Advise					<ul style="list-style-type: none"> Chief Executive leading role in formulating for Director/Trustee scrutiny 	<ul style="list-style-type: none"> Chief Executive responsible for ensuring objectives are met and for progress against Development Plan. Development Plan must be in line with strategic objectives.
3.	Complete Trust Self Evaluation Form (or equivalent)		Decide	Advise					<ul style="list-style-type: none"> Chief Executive leading role in formulating for Director/Trustee scrutiny 	<ul style="list-style-type: none"> SEF to reflect progress against Development Plan.
4.	Set Academy vision and ethos statement			Approve	Recommend	Recommend	Advise		<ul style="list-style-type: none"> Principal leading role in formulating for LGC scrutiny 	<ul style="list-style-type: none"> Must fit with Trust vision and ethos (Chief Executive to ensure). Principal responsible for implementation.

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DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
5.	Set Academy's strategic objectives and KPIs and determine School Development Plan and review process		Approve (KPIs and strategic objectives)	Approve (Plan) Advise	Recommend	Recommend	Advise		<ul style="list-style-type: none"> Principal leading role in formulating (in conjunction with the Chief Executive) for LGC scrutiny 	<ul style="list-style-type: none"> Must fit with Trust strategic objectives, KPIs and Plan (Chief Executive to ensure) and reflect Ofsted and SIAMS outcomes. Development plan must be in line with strategic objectives. Board of Directors/Trustees may provide templates.
6.	Complete Academy Self Evaluation Form (or equivalent)			Recommend	Responsible	Scrutinise	Advise		<ul style="list-style-type: none"> Principal leading role in formulating for LGC scrutiny 	<ul style="list-style-type: none"> SEF to reflect progress against Development Plan. Trust board may provide templates. Chief Executive to scrutinise and report on outcomes to the Board.

Delegation Matrix – Compass Academy

B2 School Organisation										
DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS	
7.	Involvement in Ofsted inspections		Responsible	Responsible	Responsible	Responsible	Responsible	See advice/ comments		<ul style="list-style-type: none"> • Directors/Trustees and LGC members will be involved as appropriate in Ofsted inspections. • The Principal will notify the CEO, chair of the board and chair of the LGC that an inspection has been notified and what involvement is needed from the Board and LGC.
8.	Determine protocol for considering taking on new academies/free schools (including due diligence arrangements)		Decide	Advise					<ul style="list-style-type: none"> • Chief Executive leading role in formulating for Director/Trustee scrutiny 	<ul style="list-style-type: none"> • Chief Executive to manage process in accordance with agreed protocol. • This should include the need for a conversion plan to deal with pre and post conversion matters, with an overall project manager identified, and the need for appropriate HR, Finance, buildings, legal etc advice.
9.	Decide to take on a new academy/open a free school	Decide	Recommend	Advise				See advice/ comments	<ul style="list-style-type: none"> • Directors/Trustees to obtain appropriate legal, HR, Finance, buildings etc advice 	<ul style="list-style-type: none"> • Directors/Trustees must look carefully at all aspects of a potential academy prior to recommending an academy is taken on/free school established, given the impact that the decision may have on the academies already in the Trust.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
10.	Approve legal documentation associated with academy conversions		Approve	Advise				See advice/ comments	<ul style="list-style-type: none"> Directors/Trustees will obtain appropriate Legal, HR, Finance, buildings etc advice 	<ul style="list-style-type: none"> Directors/Trustees must understand the documentary framework and what is being agreed to by entering into it.
11.	Structural collaboration and partnership agreements		Decide	Advise	Recommend ACADEMY LEVEL	Advise ACADEMY LEVEL	Advise ACADEMY LEVEL	See advice/ comments	<ul style="list-style-type: none"> Directors/Trustees will obtain Chief Executive advice and appropriate Legal etc advice 	<ul style="list-style-type: none"> Trust level collaboration/partnership agreements to be entered into by Directors/Trustees with advice from Chief Executive. Academy level collaboration/partnership agreements to be entered into by Directors/Trustees following a recommendation from LGC.
12.	Academy closure or re-brokerage (termination of Funding Agreement)	Decide	Recommend	Advise	Advise		Advise	See advice/ comments	<ul style="list-style-type: none"> Trustees will obtain appropriate Legal etc advice 	<ul style="list-style-type: none"> DfE consent required. DfE may enforce closure or re-brokerage in appropriate circumstances.
13.	Academy amalgamation/ merger	Decide	Recommend	Advise	Advise		Advise	See advice/ comments	<ul style="list-style-type: none"> Directors/Trustees will obtain appropriate Legal etc advice 	<ul style="list-style-type: none"> DfE consent required.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
14.	Agreeing other significant changes to an academy (e.g. potentially contentious proposals, changes to premises, change of age range)	Decide	Decide	Advise	Advise	Advise	Advise	See advice/ comments		<ul style="list-style-type: none"> DfE consent may be required.
15.	Determining school session and term dates		Decide	Advise	Recommend	Advise	Advise			<ul style="list-style-type: none"> This allows Directors/Trustees to co-ordinate the schools in the Trust to the extent that this is desirable, whilst reflecting local needs.
B3 Risk Management										
16.	Determine overall risk management policy and processes		Decide	Advise					<ul style="list-style-type: none"> Chief Executive to lead, advise and co-ordinate input from Finance Director and other trust level staff 	<ul style="list-style-type: none"> To include template risk register and frequency of review.
17.	Review and complete Trust risk register		Responsible	Advise					<ul style="list-style-type: none"> Chief Executive to lead, advise and co-ordinate input from Finance Director and trust level staff 	<ul style="list-style-type: none"> Using agreed risk register template. To reflect major school specific risks as appropriate.
18.	Review and complete academy level risk register			Oversee	Responsible	Advise	Advise		<ul style="list-style-type: none"> Principal to lead, advise and co-ordinate input from senior Academy staff 	<ul style="list-style-type: none"> Using agreed risk register template. To inform Trust risk register review.

Delegation Matrix – Compass Academy

C. Staffing										
CI Staffing structures										
	DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
1.	Determining staffing complement – Trust level (including organisational restructuring)		Decide	Advise					<ul style="list-style-type: none"> • Chief Executive, HR and Finance Director to advise • Trust Board’s Audit Committee to support Board 	<ul style="list-style-type: none"> • This relates to determining the Trust level staff structure. Please see below in relation to appointment to those positions.
2.	Determining staffing complement – Academy level (including organisational restructuring)		Decide	Recommend	Recommend	Advise	Advise		<ul style="list-style-type: none"> • Chief Executive to lead and advise with academy level input • HR and Finance advice • Trust Board’s Audit Committee) to support Board 	<ul style="list-style-type: none"> • This relates to determining the Academy level staff structure. Please see below in relation to appointment to those positions.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
3.	Setting terms and conditions of employment, Trust wide HR policies and procedures and staff handbook		Decide	Advise					<ul style="list-style-type: none"> Chief Executive & HR Director to lead and advise Trust Board's Audit Committee to support Board 	<ul style="list-style-type: none"> Need to ensure local differences and TUPE considerations taken into account. Policies to include e.g. recruitment, probation and induction, pay, appraisal, conduct and disciplinary, grievance, capability, absence management, professional development, equality, expenses. Chief Executive to report to Directors/Trustees on any material concerns about operation of policies and procedures.
4.	Carry out and maintain central record of recruitment and vetting checks on staff		Scrutinise (Safeguarding Trustee)	Responsible – Trust level staff Oversee – Academy staff	Scrutinise ACADEMY LEVEL (Safeguarding LGC member)	Scrutinise	Responsible – Academy staff		<ul style="list-style-type: none"> Chief Executive responsible for Trust wide staff, Principal responsible for Academy staff (HR Director to advise and manage) 	
5.	Maintain register of staff interests		Receive	Responsible – Trust wide staff	Receive		Responsible – Academy staff		<ul style="list-style-type: none"> HR Director to advise and manage 	<ul style="list-style-type: none"> Interests should be brought to the attention of decision makers as appropriate.

Delegation Matrix – Compass Academy

C2 Trust level appointments										
DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS	
6.	Appointment and dismissal of Chief Executive	Decide	Decide/ Recommend					See advice/ comments	<ul style="list-style-type: none"> HR Adviser to support and advise 	<ul style="list-style-type: none"> Must be in accordance with Trust approved HR policies.
7.	Performance Management and pay review of Chief Executive		Decide, Responsible					See advice/ comments	<ul style="list-style-type: none"> HR Adviser to support and advise Independent advisor should support appraisal process 	<ul style="list-style-type: none"> Must be in accordance with Trust approved HR policies. Panel of 3 Directors/Trustees (including the Chair) should be selected by the Board to carry out the performance management.
8.	Appointment of Executive Principal		Decide, Responsible	Recommend						<ul style="list-style-type: none"> Must be in accordance with Trust approved HR policies.
9.	Appointment and dismissal of Head of School Effectiveness/ Standards		Decide	Recommend					<ul style="list-style-type: none"> HR Adviser to support and advise 	<ul style="list-style-type: none"> Must be in accordance with Trust approved HR policies. Line managed by CEO.
10.	Appointment and dismissal of Finance Director		Decide	Recommend					<ul style="list-style-type: none"> HR Adviser to support and advise 	<ul style="list-style-type: none"> Must be in accordance with Trust approved HR policies Line managed by CEO. To act as chief financial officer for delivery of Trust's detailed accounting requirements. This individual should attend board meetings (and committee meetings as appropriate).

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
11.	Appointment and dismissal of HR Director		Decide	Recommend					<ul style="list-style-type: none"> HR Advice 	<ul style="list-style-type: none"> Must be in accordance with Trust approved HR policies. Line managed by CEO.
12.	Appoint and dismiss Governance Officer		Decide	Advise					<ul style="list-style-type: none"> HR Adviser to support and advise 	<ul style="list-style-type: none"> Must be in accordance with Trust approved HR policies. May be an additional responsibility for an existing member of staff e.g. likely to also be Company Secretary (see above) and person with responsibility for overseeing admissions. Potentially also the clerk for LGCs.
13.	Other trust wide appointments and dismissals		Decide	Advise						<ul style="list-style-type: none"> Trust to have DPO to comply with GDPR regulations. CEO to identify other roles as needed, and secure support from Board for appointment.
14.	Performance Management and pay review of Trust wide appointments			Decide						<ul style="list-style-type: none"> CEO to establish appropriate line management structure for these posts.

Delegation Matrix – Compass Academy

C3 Academy level appointments										
DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS	
15.	Appointment/ dismissal of Principal		Decide	Advise	Recommend	Advise		See advice/ comments	<ul style="list-style-type: none"> HR Adviser to support and advise 	<ul style="list-style-type: none"> Must be in accordance with Trust approved HR policies and articles of association. Chief Executive and LGC panel to interview and recommend. Directors/Trustees may send one of their members to sit on panel if required. Line managed by Chief Executive.
16.	Performance management and pay of Principal			Decide	Advise	Advise			<ul style="list-style-type: none"> HR Adviser to support and advise Independent advisor should support appraisal process 	<ul style="list-style-type: none"> Must be in accordance with Trust approved HR policies Chief Executive to performance manage. Advisory role for LGC.
17.	Appointment of other Senior Leadership Team positions			Recommend	Decide	Decide	Advise		<ul style="list-style-type: none"> HR Adviser to support and advise 	<ul style="list-style-type: none"> Must be in accordance with Trust approved HR policies. LGC panel plus Principal to interview and decide unless LGC delegate particular appointment to Principal. Line managed by Principal.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
18.	Appointment of special needs co-ordinator (SENCO)				Decide (unless delegated)	Decide	Advise		<ul style="list-style-type: none"> HR Adviser to support and advise 	<ul style="list-style-type: none"> LGC panel plus Principal to interview and decide unless LGC delegate particular appointment to Principal. Any allocated SEND local governor to be involved as appropriate. Line managed by Principal.
19.	Appointment of educational visits co-ordinator				Decide (unless delegated)	Decide	Advise		<ul style="list-style-type: none"> HR Adviser to support and advise 	<ul style="list-style-type: none"> Must be in accordance with Trust approved HR policies. LGC panel plus Principal to interview and decide unless LGC delegate particular appointment to Principal or other. Line managed by Principal.
20.	Appointment safeguarding/child protection officer (designated senior person) and a deputy				Decide (unless delegated)	Decide	Advise		<ul style="list-style-type: none"> HR Adviser to support and advise 	<ul style="list-style-type: none"> Must be in accordance with Trust approved HR policies. LGC panel plus Principal to interview and decide unless LGC delegate particular appointment to Principal. Line managed by Principal.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
21.	Appointment of academy finance/business manager or equivalent			Decide	Consult	Advise	Advise		<ul style="list-style-type: none"> HR Adviser to support and advise 	<ul style="list-style-type: none"> This role may not be considered needed in the Trust's structure. If appointed must be in accordance with Trust approved HR policies. Panel to include: <ul style="list-style-type: none"> - Principal; - Trust's Finance Director; - Chair of Local Governors. Line managed by Trust Finance Director.
22.	Appointment to other Academy staff positions				Decide (unless delegated)	Decide	Advise		<ul style="list-style-type: none"> HR Adviser to support and advise Where decisions not delegated to Principal, Principal will be asked to advise 	<ul style="list-style-type: none"> Must be in accordance with Trust approved HR policies. Appointment decisions may be delegated to the Principal (or further delegated where reflected in agreed policy). Line managed by Principal or other SLT member.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
23.	Performance management and pay review of Academy level appointments (other than Principal)				Decide	Decide	Advise		<ul style="list-style-type: none"> HR Adviser to support and advise 	<ul style="list-style-type: none"> Must be in accordance with Trust approved HR policies. Line manager. Where Principal is not line manager, the Principal may be involved in process (as appropriate).

Delegation Matrix – Compass Academy

D. Pupil/Student matters										
DI Education provision										
DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS	
1.	Standards of teaching		Oversee (Trust wide)	Responsible (Trust wide) Advise	Oversee (Academy level) Advise	Scrutinise	Responsible		<ul style="list-style-type: none"> Advice and support from School Effectiveness Adviser as required Analysis of standards information to be provided by Principal to LGC and Chief Executive to enable appropriate scrutiny 	<ul style="list-style-type: none"> Principal responsible for observing and evaluating performance at Academy level and securing improvement, under oversight of Chief Executive. Directors/Trustees & Members to receive agreed level of reporting (see section A above). Key role for Trust Standards Committee.
2.	Pupil progress and attainment		Oversee	Responsible Advise	Oversee, Advise	Scrutinise	Responsible		<ul style="list-style-type: none"> Advice and support from School Effectiveness Adviser as required Analysis of progress and attainment to be provided by Principal to LGC and Chief Executive to enable appropriate local scrutiny 	<ul style="list-style-type: none"> Principal responsible for progress and attainment and securing improvement at Academy level, under oversight of Chief Executive. Directors/Trustees & Members to receive agreed level of reporting (see section A above). Key role for Trust Standards Committee.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
3.	Setting curriculum policy		Approve	Oversee	Recommend	Scrutinise	Advise		<ul style="list-style-type: none"> Advice and support from School Effectiveness Adviser as required 	<ul style="list-style-type: none"> Curriculum must be balanced and broadly based and comply with the terms of any curriculum policy/requirements determined by the Board. Curriculum must fully cover the “Prevent” agenda, must promote British Values and prohibit political indoctrination and must comply with the Equalities Act 2010.
4.	Curriculum provision			Oversee	Oversee	Scrutinise	Responsible			<ul style="list-style-type: none"> Principal to implement in line with policy, overseen by Chief Executive.
5.	Setting RE policy		Approve	Recommend to Board	Oversee	Scrutinise	Recommend	See advice/ comments		<ul style="list-style-type: none"> Must comply with the terms of any curriculum. policy/requirements determined by the Board. Must ensure academy is meeting the relevant statutory requirements for RE. Denominational syllabus must be followed.
6.	RE provision			Oversee	Monitor	Scrutinise	Responsible	See advice/ comments		<ul style="list-style-type: none"> Principal to implement agreed policy, overseen by Chief Executive.
7.	Examinations				Oversee	Scrutinise	Responsible where appropriate			<ul style="list-style-type: none"> Principal to ensure appropriate arrangements put in place for examinations.
8.	Determining Collective Worship policy		Approve	Recommends to Board	Advise		Recommend			

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
9.	Collective Worship provision				Oversee		Responsible	See advice/ comments		<ul style="list-style-type: none"> Principal to implement agreed policy.
10.	Determining SMSC policy			Oversee	Approve	Scrutinise	Recommend			
11.	SMSC provision			Oversee	Oversee	Scrutinise	Responsible	See advice/ comments		<ul style="list-style-type: none"> Principal to implement agreed policy.
12.	Determining sex education policy		Approve	Recommends	Consult	Scrutinise	Consult			
13.	Sex education provision				Monitor		Responsible			<ul style="list-style-type: none"> Principal to implement agreed policy.
14.	Determining off site visits policy		Approve	Recommend Oversee	Oversee	Scrutinise	Responsible			<ul style="list-style-type: none"> Principal to implement agreed policy at Academy level, overseen by Chief Executive. Should dovetail with health and safety policy. Policy should require that potentially hazardous activities are referred to the Board for approval. Chief Executive to report to Directors/Trustees on any material concerns about operation of policy.
15.	Careers advice provision				Oversee	Scrutinise	Responsible			
16.	Community and after school provision (extended schools)			Oversee	Oversee	Advise	Responsible		<ul style="list-style-type: none"> See section G below in relation to use of school premises 	

Delegation Matrix – Compass Academy

D2 Behaviour, attendance and welfare										
DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS	
17. Determining behaviour and discipline policy (including exclusions)			Oversee	Approve	Recommend	Advise				<ul style="list-style-type: none"> Principal to implement, overseen by Chief Executive. Chief Executive to report to Directors/Trustees on any material concerns about operation of policy.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
18.	Home school agreements (if required)				Approve	Recommend	Advise			<ul style="list-style-type: none"> Principal responsible for co-ordinating and managing.
19.	Exclusions – decision to exclude				Monitor	Scrutinise	Responsible			<ul style="list-style-type: none"> May be for one or more fixed periods (up to a maximum of 45 school days in a single academic year), or permanently. The Principal may withdraw an exclusion that has not been reviewed by the LGC.
20.	Notifications of exclusions				Receive		Responsible			<ul style="list-style-type: none"> Principal to notify LGC and others in accordance with Exclusions Code. Depending on exclusion, this will be either without delay or once a term. Notifications must include the reasons and duration.
21.	Exclusions – to review overall pattern and use of exclusions			Oversee	Responsible	Scrutinise	Responsible			<ul style="list-style-type: none"> Directors/Trustees to receive agreed level of reporting (see Section A above).
22.	Exclusions – arrange alternative provision				Oversee		Responsible			<ul style="list-style-type: none"> Arrange alternative provision in accordance with Exclusions Code.
23.	Exclusions – to review exclusion decisions and consider reinstatement in applicable cases				Responsible					<ul style="list-style-type: none"> Can be delegated to sub-committee of at least 3 LGC members. Can be delegated to Chair of LGC where permitted by Exclusions Code.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
24.	Pupil attendance			Oversee	Oversee	Scrutinise	Responsible			<ul style="list-style-type: none"> Directors/Trustees to receive agreed level of reporting (see Section A above).
25.	Safeguarding and child protection policy		Approve	Recommend Oversee	Oversee	Scrutinise	Responsible			<ul style="list-style-type: none"> Principal to implement at academy level, overseen by Chief Executive. Chief Executive to report to Directors/Trustees on any material concerns about operation of policy.

Delegation Matrix – Compass Academy

D3 School meals										
DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS	
26.	Provision of school meals				Oversee		Responsible			<ul style="list-style-type: none"> • Must include provision of free school meals to those eligible. • Must be in accordance with nutritional standards.
D4 Admissions										
27.	Determining commissioning and admissions policy		Approve	Advise	Recommend	Scrutinise	Advise	See advice/ comments		
28.	Commissions and admissions application decisions				Responsible	Scrutinise	Advise			<ul style="list-style-type: none"> • Principal responsible for co-ordinating and managing process. • Must be in accordance with published admission arrangements. • The whole LGC must make the decision as to who will be offered places.

Delegation Matrix – Compass Academy

E. Accessibility									
DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXEC PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
1. Accessibility plan				Responsible	Scrutinise	Recommend			<ul style="list-style-type: none"> Plan for increasing accessibility to disabled pupils (curriculum, physical environment, information).
2. Equality information and objectives statement and equality objectives		Approve	Recommend	Advise	Scrutinise	Advise		<ul style="list-style-type: none"> Chief Executive to co-ordinate process with input from Principal and others as required 	<ul style="list-style-type: none"> Requirement to draw up and publish equality objectives every four years and annually publish information demonstrating how meeting the aims of the general public sector equality duty.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
3.	Determine SEND and inclusion policies			Approve Oversee	Recommend	Scrutinise	Advise Responsible		<ul style="list-style-type: none"> Advice from SENCO 	<ul style="list-style-type: none"> To include social disadvantage, equality, disability discrimination, looked after children, pupil premiums. Directors/Trustees may provide templates for tailoring at local level. There should be a member of the LGC with specific oversight of the school's arrangements for SEN and disability. Principal to implement at Academy level (overseen by Chief Executive). Chief Executive to report to Directors/Trustees on any material concerns about operation of policy.
4.	Reviewing and challenging effectiveness of SEND and inclusion policies and decisions		Responsible (Trust wide)	Advise	Responsible (Academy level), Advise	Scrutinise	Advise			

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
5.	SEN information report		Approve	Advise	Recommend	Scrutinise	Advise		-	<ul style="list-style-type: none"> The SEN Information Report should be updated annually and any changes to the information occurring during the year should be updated as soon as possible. Contains details about the implementation of the SEN policy Trust Board may provide templates to enable co-ordinated reporting.

Delegation Matrix – Compass Academy

F. Finance and procurement										
DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS	
1. Appoint/remove auditors	Decide	Recommend						<ul style="list-style-type: none"> Finance Director to advise and manage process 	<ul style="list-style-type: none"> Key role for Audit Committee. 	
2. Appoint responsible officer/internal auditor/agreement of additional assurance support from auditors or other third party		Decide						<ul style="list-style-type: none"> Finance Director to advise and manage process 	<ul style="list-style-type: none"> Key role for Audit Committee. 	
3. Respond to auditors' report/advice		Oversee (Trust level) Responsible (Board recommendations)	Responsible (Trust level) Advise	Oversee (Academy level matters)	Scrutinise	Responsible (Academy level matters) Advise		<ul style="list-style-type: none"> Finance Director to support, with assistance from Finance team 	<ul style="list-style-type: none"> Key role for Audit Committee. 	
4. Annual Report and Accounts	Receive, scrutinise	Approve	Advise, Approve				See advice/comments	<ul style="list-style-type: none"> Trust Finance Director to co-ordinate draft, with input from Chief Executive and Governance Officer Auditors to review and sign off Directors/Trustees and Accountable Officer must approve relevant sections 	<ul style="list-style-type: none"> Finance and Audit committee to scrutinise and recommend accounts to Board and members. The Members should receive and scrutinise the accounts at their AGM. The document should be filed with Companies House and the DfE and uploaded onto the Trust's website. 	

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
5.	Establish financial policies, procedures, regulations and internal financial controls		Approve	Recommend Advise					<ul style="list-style-type: none"> • Finance Director to support and advise 	<ul style="list-style-type: none"> • Including financial delegations, investment policy, procurement policy, borrowing, charging and remissions policy, reserves policy etc and reflect who can sign off on financial reporting etc. • Key role for Audit Committee. • Principals to implement at Academy level, overseen by Chief Executive. • Chief Executive to report to Directors/Trustees on any material concerns about operation of policy.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
6.	Agree a funding model for Trust and academies, which includes policies on: Income generation; Use of surpluses; Carry forward; and Reserves		Approve	Recommend Advise			Advise		<ul style="list-style-type: none"> Finance Director to support and advise 	<ul style="list-style-type: none"> Key role for Audit Committee. Specific attention to be paid to making best use of income generation potential of AP academies. Agreement to be reached over % of surplus retained by any individual academy. Each principal has a responsibility to attempt to generate income for their academy and the MAT. Any additional funding stream likely to bring in over £10,000 needs to be planned with the CEO.
7.	Set Trust budget		Approve	Recommend Advise					<ul style="list-style-type: none"> Finance Director to support and advise 	<ul style="list-style-type: none"> Key role for Audit Committee.
8.	Monitor trust wide expenditure		Responsible	Advise					<ul style="list-style-type: none"> Finance Director to support and advise 	<ul style="list-style-type: none"> Key role for Audit Committee.
9.	Set academy budget		Approve	Recommend		Recommend	Advise		<ul style="list-style-type: none"> Finance Director to support and advise LGC to make recommendations 	<ul style="list-style-type: none"> Must be in line with overall Trust budget. Key role for Audit Committee.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO		LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
10.	Monitor academy expenditure			Oversee			Scrutinise	Responsible		<ul style="list-style-type: none"> Local Finance Manager to support and advise 	<ul style="list-style-type: none"> Incur expenditure, enter into contracts and make payments in accordance with academy specific budget. Expenditure must be in line with agreed budget. Approve pay discretions in accordance with Pay Policy and budget. Regular reporting to take place to Finance Director to inform Trust wide monitoring.
11.	Determine central services provision, establish own central operations and/or procure from third parties		Approve	Recommend				Consulted		<ul style="list-style-type: none"> Finance Director to support and advise 	<ul style="list-style-type: none"> Key role for Audit Committee.
12.	Opening bank account		Approve							<ul style="list-style-type: none"> Finance Director to support and advise 	<ul style="list-style-type: none"> All bank accounts must be in the name of the Trust and operated in accordance with the Financial regulations.
13.	Asset register			Responsible – TRUST WIDE			Scrutinise	Responsible – ACADEMY LEVEL		<ul style="list-style-type: none"> Finance Director to support and advise 	

Delegation Matrix – Compass Academy

G. Health and safety, insurance and premises and extended schools										
DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
I.	Approval of Health and safety policy and arrangements		Approve, Oversee	Responsible	Oversee	Scrutinise	Responsible		<ul style="list-style-type: none"> Chief Executive to present draft policy for consideration 	<ul style="list-style-type: none"> Chief Executive responsible for ensuring appropriate health and safety procedures are in place in line with approved policy and are operating effectively. Principals to implement policy at Academy level and oversee operation of procedures (overseen by Chief Executive and advising Chief Executive in relation to significant issues). Policy to include appropriate reporting mechanisms at Member, Director/Trustee and LGC level.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
2.	Obtaining insurance for land and trust & academy operations		Decide	Recommend Advise			Advise		<ul style="list-style-type: none"> Finance Director to advise and support and liaise with broker 	<ul style="list-style-type: none"> To include Director & Officer cover, buildings and contents, business continuity, employers' and public liability insurance, motor vehicle cover etc as required. Chief Executive to ensure details of insurance policy requirements appropriately disseminated.
3.	Agree site strategy and development master plan		Decide	Recommend	Advise	Scrutinise	Advise	See advice/ comments	<ul style="list-style-type: none"> Finance Director to advise and support 	
4.	Maintenance of premises				Oversee	Scrutinise	Responsible			
5.	Maintain academy Premises management documents (e.g. asbestos, fire safety, statutory testing)		Oversee	Oversee	Oversee	Scrutinise	Responsible			<ul style="list-style-type: none"> Principal to ensure appropriate documents in place (overseen by the Chief Executive). Chief Executive to report any material concerns to Trust Board and LGC.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
6.	Approving Capital projects/building works		Decide	Advise	Advise	Scrutinise	Advise	See advice/ comments	<ul style="list-style-type: none"> Finance Director to advise and support 	<ul style="list-style-type: none"> LA lease should be checked prior to any works on LA land and any necessary consents obtained. All necessary DfE approvals should be obtained. Trust Board needs to approve development projects in line with MAT Development Plan.
7.	Managing Academy capital projects/building works/maintenance		Oversee Over £50,000	Responsible Up to £50,000*+	Oversee Up to £50,000	Responsible Up to £10,000*	Advise		<ul style="list-style-type: none"> Finance Director/Local Finance manager to advise and support 	<ul style="list-style-type: none"> All necessary DfE processes should be followed. *Can be exceeded in line with business plans approved at Board level. +In consultation with Academy principal group, the CEO is allowed to authorise expenditure of up to £50,000 per project, or £150,000 over 3 years, on those projects which will support the overall investment strategy. Anything greater than that needs to be referred to the Board for approval.

Delegation Matrix – Compass Academy

DECISION		MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
8.	Site security			Oversee	Oversee (Academy level)	Advise	Responsible (Academy level)			<ul style="list-style-type: none"> Chief Executive to oversee overarching arrangements across Trust.
9.	Acquiring and disposing of land (including leases, licences and easements)		Decide	Advise	Recommend (Academy specific)			See advice/ comments	<ul style="list-style-type: none"> Finance Director to advise and support 	<ul style="list-style-type: none"> LA lease should be checked prior to making any disposal of LA land. All necessary DfE approvals should be obtained.
10.	Determining permissible external and community use policy (letting/licencing/ shared use arrangements)		Decide	Recommend				See advice/ comments	<ul style="list-style-type: none"> Finance Director to advise and support 	<ul style="list-style-type: none"> Policy should reflect requirement to obtain any necessary DfE/LA/site trustee consents. Policy should reflect what happens to any revenue generated from such use.
11.	Managing external and community use			Oversee	Oversee		Responsible		<ul style="list-style-type: none"> Local finance manager to advise and support 	<ul style="list-style-type: none"> Must be in accordance with agreed policy.

Delegation Matrix – Compass Academy

H. Communications, information and complaints										
HI External communications										
	DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
1.	Trust prospectus		Approve	Recommend						
2.	School prospectus			Oversee	Approve	Scrutinise	Recommend			<ul style="list-style-type: none"> Chief Executive to ensure prospectus in line with Trust requirements (templates may be provided).
3.	Trust website		Oversee	Responsible						<ul style="list-style-type: none"> Chief Executive to ensure legally compliant and that it dovetails appropriately with Academy websites.
4.	Academy website			Oversee	Oversee	Scrutinise	Responsible			<ul style="list-style-type: none"> Principal to ensure legally compliant, overseen by Chief Executive. Chief Executive to ensure dovetails appropriately with Trust website.
5.	Freedom of Information policy and publication scheme		Approve	Recommend						
6.	Approving press statements		Approve	Approve		Scrutinise	Recommend (Academy matters)			<ul style="list-style-type: none"> All press statements to be approved by Chief Executive. Press statements that are of a controversial nature should be referred to the Board for their approval (or the Chair where a statement is time critical).

Delegation Matrix – Compass Academy

H2 Complaints										
DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS	
7. Determining complaints policy and procedure statement		Approve	Recommend						<ul style="list-style-type: none"> Policy to provide for local management of complaints, with escalation to Trust Board where necessary. Policy to include appropriate reporting at Director/Trustee and LGC level. 	
8. Implementation of complaints policy and procedures			Responsible Oversee (Trust wide)	Oversee (Academy level)	Oversee	Responsible (Academy level)			<ul style="list-style-type: none"> Chief Executive to implement in relation to trust wide complaints, Principal to implement in relation to Academy complaints, overseen by Chief Executive. Chief Executive to report to Directors/Trustees on any material concerns about operation of policy. 	

Delegation Matrix – Compass Academy

H3 Information management										
	DECISION	MEMBERS	BOARD OF TRUSTEES	CEO	LGC	EXECUTIVE PRINCIPAL	ACADEMY PRINCIPAL	THIRD PARTY	ADVICE	COMMENTS
9.	Data protection and document management policy		Approve	Recommend Advise					<ul style="list-style-type: none"> Chief Executive to advise 	<ul style="list-style-type: none"> Policy to include appropriate reporting at Director/Trustee and LGC level.
10.	Implementation of data protection policy and procedures		Oversee	Responsible Oversee	Oversee (Academy level)	Scrutinise	Responsible (Academy level)			<ul style="list-style-type: none"> Principal to notify LGC and Chief Executive of any material concerns/breaches to Chief Executive. Chief Executive to report any material concerns/breaches to Trust Board.
11.	Pupil records (including attendance register)			Oversee	Oversee	Scrutinise	Responsible			
12.	Ensure compliance with GDPR regulations		Oversee	Responsible	Oversee (Academy level)	Scrutinise	Responsible (Academy level)			<ul style="list-style-type: none"> Principal to notify LGC and Chief Executive of any material concerns/breaches to Chief Executive. Chief Executive to report any material concerns/breaches to Trust Board.