

SCHEME OF DELEGATION – FOR GOVERNANCE AND DECISION-MAKING: JANUARY 2022 UPDATE

The Scheme of Delegation is designed to clarify the lines of responsibility and accountability in terms of governance and decision-making in the Trust so that everyone understands their roles.

It is important to note that it is the Trust which is the legal entity and not each school (or academy). Therefore, the Board of Directors (Trustees) is accountable in law for all decisions about its schools. Many of these decisions are delegated to the CEO and the Trust Committees and some to a school's Local Advisory Board (LAB).

The CEO is also the Accounting Officer and therefore has overall responsibility for the Trust's financial effectiveness and stability, reporting directly to the Trust Board.

The CEO delegates some functions and decisions to the Headteacher (HT), mainly in terms of the strategic leadership and operational management of the school but all HTs, whilst retaining considerable independence, are expected to play a full part in developing collaborative working across all the schools and promoting the positive values and objectives of the Trust. Unilateral decision-making is discouraged if it potentially affects other schools and may lead to Trust intervention if schools stray too far away from agreed and shared policy and practice. The HT is expected to consult fully with the CEO and further with the Local Advisory Board (LAB) if in place and as appropriate.

The general mechanism for approval by the CEO of any school-based matters is via a formal meeting – normally:

- Operational Meeting (OM) for each school
- MAT Leadership Group (MLG)

Should a quicker response be necessary, then direct communication can take place at other times, but all decisions should be formally recorded.

The general mechanism for approval by Trustees is via a formal meeting (The Board or one of its formal Committees; e.g. Finance and Resources Committee, Audit and Risk Committee, Pay Committee) with reports and/or requests for approval made by the CEO. Should a quicker response be necessary, then the CEO will request *Chair's action* for the decision and retrospective reporting to the Board. As far as possible, the number of decisions involving Chair's action should be kept to a minimum.

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- 1 Governance – people
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- 5 Governance – holding to account
- 6 Governance – financial probity
- 7 Governance – education and curriculum

KEY:

- ✓ indicates responsibility for the final decision
- Other roles include: **recommend**, **consult**, **review**, **comply** and **report**.

ADJUSTMENTS TO THIS DOCUMENT:

The document is reviewed at least annually. The main current additions are:

- 2d – appointment of auditors
- 2p – approval of formal Trust acquisition or merger
- 6c – approval of financial authority and spending limits

1 GOVERNANCE – PEOPLE

| | ACTION and DECISION: | MEMBERS | TRUSTEES (Full BoD or delegate to a Trust-wide Committee which reports formally to the BoD) | CEO (Trust level) (Some tasks may be delegated to senior staff in Create Central) | LAB (school level) A committee of the BoD with a focus on one school | HEADTEACHER (Some tasks may be delegated to senior school staff) |
|----|---|---------|--|---|---|---|
| 1a | MEMBERS: <i>appoint and remove</i> | √ | N/a | N/a | N/a | N/a |
| 1b | ROLE DESCRIPTIONS OF MEMBERS: <i>approve</i> | √ | N/a | N/a | N/a | N/a |
| 1c | TRUSTEES: <i>appoint and remove</i> | √ | N/a | N/a | N/a | N/a |
| 1d | CHAIR OF BOD: <i>appoint as Trustee</i> | √ | N/a | N/a | N/a | N/a |
| 1e | BOD CHAIR: <i>elect annually</i> | N/a | √ | N/a | N/a | N/a |
| 1f | COMMITTEE CHAIRS AND VICE CHAIRS (INCLUDING LABs): <i>appoint and remove</i> | N/a | √ | Recommend to BoD | N/a | N/a |
| 1g | COMMITTEE MEMBERS (INCLUDING LABs): <i>appoint and remove</i> | N/a | √ | Recommend to BoD | N/a | N/a |
| 1h | ROLE DESCRIPTIONS OF TRUSTEES, CHAIRS, COMMITTEE MEMBERS (INCLUDING LABs): <i>approve</i> | N/a | √ | Recommend to BoD | N/a | N/a |
| 1i | CLERKS TO BoD AND COMMITTEES (INCLUDING LABs): <i>appoint and remove</i> | N/a | √ | Recommend to BoD | Consult with CEO re clerk to LAB | N/a |
| 1j | ACCOUNTING OFFICER: <i>appoint and remove</i> | N/a | √ | N/a | N/a | N/a |
| 1k | COMPANY SECRETARY: <i>appoint and remove</i> | N/a | √ | Recommend to BoD | N/a | N/a |

2 GOVERNANCE - SYSTEMS AND STRUCTURES

| | ACTION and DECISION: | MEMBERS | TRUSTEES (Full BoD or delegate to a Trust-wide Committee which reports formally to the BoD) | CEO (Trust level) (Some tasks may be delegated to senior staff in Create Central) | LAB (school level) A committee of the BoD with a focus on one school | HEADTEACHER (Some tasks may be delegated to senior school staff) |
|----|--|---------|--|---|---|---|
| 2a | ARTICLES OF ASSOCIATION: <i>approve</i> | √ | Recommend to Members | Recommend to Members | N/a | N/a |
| 2b | TRUST GOVERNANCE AND COMMITTEE STRUCTURE: <i>approve</i> | N/a | √ | Recommend to BoD | N/a | N/a |
| 2c | TERMS OF REFERENCE FOR COMMITTEES (INCLUDING LABs): <i>approve</i> | N/a | √ | Recommend to BoD | N/a | N/a |
| 2d | AUDITORS: <i>appoint</i> | √ | Recommend to Members | Recommend to Members | N/a | N/a |
| 2e | SKILLS AUDIT AND RECRUITMENT: <i>ensure</i> | N/a | √ | Recommend to BoD | Consult with CEO re LAB | Recommend to LAB |

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|----|---|--------|----------------------|----------------------|--------------------------------------|--------------------------|
| 2f | BoD AND COMMITTEE PERFORMANCE (EXCLUDING LABs): <i>self-review</i> | Review | √ | N/a | N/a | N/a |
| 2g | LAB PERFORMANCE: <i>self-review</i> | N/a | Review | Recommend to BoD | √ | N/a |
| 2h | CONTRIBUTIONS BY TRUSTEES, CHAIRS AND COMMITTEE MEMBERS (INCLUDING LABs): <i>review</i> | N/a | √ | Consult with BoD | Consult with CEO and HT | Consult with CEO |
| 2i | TRUST SUCCESSION PLAN: <i>approve</i> | Review | √ | Recommend to BoD | N/a | N/a |
| 2j | ANNUAL SCHEDULE OF BUSINESS FOR TRUST BOARD: <i>approve</i> | N/a | √ | Recommend to BoD | N/a | N/a |
| 2k | ANNUAL SCHEDULE OF BUSINESS FOR LAB: <i>approve</i> | N/a | √ | Recommend to BoD | Consult with CEO | Consult with CEO |
| 2l | TRUSTEE AND LOCAL ADVISER TRAINING: <i>approve</i> | N/a | √ | Recommend to BoD | Consult with HT and recommend to BoD | Consult with LAB and CEO |
| 2m | EMERGENCY CLOSURE OF THE SCHOOL: <i>approve</i> | N/a | Review | √ | Consult with HT | Consult with CEO and LAB |
| 2n | TRUST'S VISION, ETHOS AND STRATEGIC DIRECTION: <i>approve</i> | Review | √ | Recommend to BoD | N/a | N/a |
| 2o | NEW SCHOOLS JOINING THE TRUST: <i>approve</i> | Review | √ | Recommend to BoD | N/a | N/a |
| 2p | FORMAL TRUST ACQUISITION OR MERGER: <i>approve</i> | √ | Recommend to Members | Recommend to Members | N/a | N/a |

3 GOVERNANCE - REPORTING

| | ACTION and DECISION: | MEMBERS | TRUSTEES (Full BoD or delegate to a Trust-wide Committee which reports formally to the BoD) | CEO (Trust level) (Some tasks may be delegated to senior staff in Create Central) | LAB (school level) A committee of the BoD with a focus on one school | HEADTEACHER (Some tasks may be delegated to senior school staff) |
|----|---|-----------------------------|--|---|---|---|
| 3a | GOVERNANCE DETAILS ON TRUST AND SCHOOLS' WEBSITES: <i>ensure</i> | N/a | √ | Comply | Comply | Comply |
| 3b | REGISTER OF ALL INTERESTS including business, pecuniary, loyalty and connected parties: <i>ensure</i> | N/a | √ F&R Committee A&R Committee | Comply | Comply | Comply |
| 3c | ANNUAL REPORT ON TRUST PERFORMANCE TO ESFA: <i>ensure</i> | Review annually and publish | √ | Recommend to BoD | N/a | N/a |
| 3d | ANNUAL REPORT AND ACCOUNTS including accounting policies, signed statement on regularity, propriety and compliance, incorporating governance statement demonstrating value for money: <i>ensure</i> | Review annually and publish | √ F&R Committee A&R Committee | Comply and report to BoD | N/a | N/a |
| 3e | ANNUAL REPORT ON WORK OF LAB: <i>ensure</i> | N/a | Review and publish | Recommend to BoD | √ | Consult with LAB |

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|----|--|-----------------------------|-------------------------------------|------------------|-----------------------------------|-----------------------------------|
| 3f | ANNUAL REPORT ON HEALTH AND SAFETY: <i>ensure</i> | Review annually and publish | √ F&R Committee A&R Committee | Recommend to BoD | Consult with HT and report to CEO | Consult with LAB and report to EH |
| 3g | ANNUAL REPORT ON CHILD SAFEGUARDING: <i>ensure</i> | Review annually and publish | √ | Recommend to BoD | Consult with HT and report to CEO | Consult with LAB and report to EH |

4 GOVERNANCE - STRATEGY

| | ACTION and DECISION: | MEMBERS | TRUSTEES (Full BoD or delegate to a Trust-wide Committee which reports formally to the BoD) | CEO (Trust level) (Some tasks may be delegated to senior staff in Create Central) | LAB (school level) A committee of the BoD with a focus on one school | HEADTEACHER (Some tasks may be delegated to senior school staff) |
|----|--|-----------------------------|--|---|---|---|
| 4a | TRUST VISION AND STRATEGY - key priorities and KPIs to measure progress: <i>approve</i> | Review | √ | Recommend to BoD | Consult with HT and CEO | Recommend to CEO following consultation with LAB |
| 4b | SCHOOLS' VISION AND STRATEGY - key priorities and KPIs to measure progress: <i>approve</i> | N/a | Review | √ | Consult with HT and CEO | Recommend to LAB and CEO |
| 4c | PERFORMANCE OF SCHOOLS: <i>review</i> | Review annually and publish | √ Qu of Ed Committee | Review and report to BoD | Review and report to CEO | Review and report to CEO |
| 4d | PERFORMANCE OF THE TRUST AS A WHOLE: <i>review</i> | Review annually and publish | √ | Review and report to BoD | Review and report to CEO | Review and report to CEO |
| 4e | THREE YEAR TRUST IMPROVEMENT PLAN: <i>approve</i> | Review | √ | Recommend to BoD | Consult with HT and CEO | Consult with LAB and CEO |
| 4f | SCHOOL IMPROVEMENT PLAN: <i>approve</i> | N/a | Review Qu of Ed Committee | Review | √ | Recommend to LAB and CEO |
| 4g | TRUST-WIDE POLICIES: <i>approve & review</i> | N/a | √ Including All Committees | Consult with LAB and HT, recommend to BoD and comply | Consult with HT and CEO and comply | Consult with LAB and CEO and comply |
| 4h | TRUST-WIDE SAFEGUARDING POLICY: <i>approve & review</i> | N/a | √ | Consult with LAB and HT, recommend to BoD and comply | Consult with HT and CEO and comply | Consult with LAB and CEO and comply |
| 4i | SCHOOL-LEVEL POLICIES: <i>approve</i> | N/a | N/a | Consult with LAB and HT | √ | Recommend to LAB and CEO, comply and review |
| 4j | CREATE CENTRAL BUDGET AND SCHOOL TOPSLICE: <i>approve</i> | N/a | √ F&R Committee | Recommend to BoD | N/a | N/a |
| 4k | MANAGEMENT OF RISK: <i>register, monitor and review</i> | N/a | √ A&R Committee | Recommend to BoD, comply and report | Comply and report to BoD | Recommend to LAB, comply and report |
| 4l | STAKEHOLDER ENGAGEMENT: <i>ensure</i> | √ | √ | √ | √ | √ |
| 4m | CEO: <i>appoint and dismiss</i> | N/a | √ | N/a | N/a | N/a |

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|----|--|-----|-------------------------|------------------|---|--------------------------|
| 4n | COO: appoint and dismiss | N/a | ✓ | Recommend to BoD | N/a | N/a |
| 4o | HT: <i>appoint and dismiss</i> | N/a | ✓ | Recommend to BoD | Recommend to BoD | N/a |
| 4p | TRUST BUDGET PLAN TO SUPPORT KEY PRIORITIES: <i>approve</i> | N/a | ✓ F&R Committee | Recommend to BoD | Consult with HT and CEO | Consult with LAB and CEO |
| 4q | SCHOOL BUDGET PLAN TO SUPPORT KEY PRIORITIES: <i>approve</i> | N/a | Review F&R Committee | ✓ | Consult with HT and LAB | Recommend to LAB and CEO |
| 4r | TRUST LEADERSHIP STRUCTURE: <i>approve</i> | N/a | ✓ | Recommend to BoD | N/a | N/a |
| 4s | CREATE CENTRAL STAFFING STRUCTURE: <i>approve</i> | N/a | Review | ✓ | N/a | N/a |
| 4t | SCHOOL STAFFING STRUCTURE: <i>approve</i> | N/a | Review | ✓ | Consult with HT and CEO and <i>review</i> | Recommend to LAB and CEO |
| 4u | DHT: <i>appoint</i> | N/a | ✓ | Recommend to BoD | Consult with HT and CEO | Consult with LAB and CEO |
| 4v | SUPPORT STAFF – Gr7 OR ABOVE: <i>appoint</i> | N/a | ✓ | Recommend to BoD | Consult with HT and CEO | Consult with LAB and CEO |
| 4w | SUPPORT STAFF – Gr6: <i>appoint</i> | N/a | Review | ✓ | Consult with HT and CEO | Consult with LAB and CEO |
| 4x | AHT: <i>appoint</i> | N/a | Review | ✓ | Consult with HT and CEO | Consult with LAB and CEO |
| 4y | COMMUNICATIONS STRATEGY: <i>ensure</i> | N/a | Review | ✓ | N/a | Consult with CEO |

5 GOVERNANCE – HOLDING TO ACCOUNT

| | ACTION and DECISION: | MEMBERS | TRUSTEES (Full BoD or delegate to a Trust-wide Committee which reports formally to the BoD) | CEO (Trust level) (Some tasks may be delegated to senior staff in Create Central) | LAB (school level) A committee of the BoD with a focus on one school | HEADTEACHER (Some tasks may be delegated to senior school staff) |
|----|--|---------|--|---|---|---|
| 5a | AUDIT AND REPORTING ARRANGEMENTS – COMPLIANCE with the funding agreement and other regulations: <i>approve</i> | N/a | ✓ F&R Committee A&R Committee | Recommend to BoD, <i>comply</i> and <i>report</i> | Comply | Comply |
| 5b | PROGRESS ON KEY PRIORITIES – REPORTING ARRANGEMENTS: <i>approve</i> | N/a | ✓ Including All Committees | Recommend and <i>report</i> to BoD | Consult with HT and CEO | Recommend to LAB and CEO |
| 5c | PERFORMANCE DEVELOPMENT & REVIEW OF CEO: <i>ensure</i> | N/a | ✓ | <i>Report</i> to BoD | N/a | N/a |
| 5d | PERFORMANCE DEVELOPMENT & REVIEW OF COO: <i>ensure</i> | N/a | Review | ✓ | N/a | N/a |

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|----|---|-----|--|----------------------------------|-------------------|--|
| 5e | PERFORMANCE DEVELOPMENT & REVIEW OF HT: <i>ensure</i> | N/a | Review | ✓ | Consult with CEO | Report to CEO |
| 5f | TRUST-WIDE HEALTH AND SAFETY POLICY AND PROCEDURES: <i>ensure</i> | N/a | ✓ F&R Committee A&R Committee | Recommend and report to BoD | Comply and review | Comply, review and report to CEO and LAB |
| 5g | SCHOOL-BASED HEALTH AND SAFETY POLICY AND PROCEDURES: <i>ensure</i> | N/a | Review F&R Committee A&R Committee | Review and report to BoD | ✓ | Recommend and report to CEO and LAB |
| 5h | STATUTORY COMPLIANCE – COMPANY/CHARITY LAW: <i>ensure</i> | N/a | ✓ | Comply, review and report to BoD | Comply | Comply, review and report to CEO and LAB |

6 GOVERNANCE – FINANCIAL PROBITY

| | ACTION and DECISION: | MEMBERS | TRUSTEES (Full BoD or delegate to a Trust-wide Committee which reports formally to the BoD) | CEO (Trust level) (Some tasks may be delegated to senior staff in Create Central) | LAB (school level) A committee of the BoD with a focus on one school | HEADTEACHER (Some tasks may be delegated to senior school staff) |
|----|--|---------|--|---|---|---|
| 6a | TRUST SCHEME OF FINANCIAL DELEGATION: <i>approve</i> | N/a | ✓ F&R Committee | Recommend to BoD | N/a | N/a |
| 6b | SCHOOL BUDGET ALLOCATION: <i>approve</i> | N/a | ✓ F&R Committee | Recommend to BoD | N/a | Consult with CEO |
| 6c | FINANCIAL AUTHORITY AND SPENDING LIMITS as per Financial Regulations: <i>approve</i> | N/a | ✓ F&R Committee | Recommend to BoD | N/a | Consult with CEO |
| 6d | EXTERNAL AUDITOR'S REPORT: <i>receive and respond</i> | N/a | ✓ F&R Committee A&R Committee | Consult with BoD and comply | Comply | Comply |
| 6e | CEO PAY AWARD: <i>approve</i> | N/a | ✓ F&R (Pay) Committee | N/a | N/a | N/a |
| 6f | COO PAY AWARD: <i>approve</i> | N/a | ✓ Pay Committee | Recommend to BoD | N/a | N/a |
| 6g | HT/DHT/AHT pay award: <i>approve</i> | N/a | ✓ Pay Committee | Recommend to BoD | N/a | N/a |
| 6h | STAFF APPRAISAL PROCEDURE & PAY PROGRESSION: <i>approve</i> | N/a | ✓ Pay Committee | Recommend to BoD | N/a | Recommend to CEO |
| 6i | TRUST CHARGING POLICY: <i>approve</i> | N/a | ✓ F&R Committee | Recommend to BoD | N/a | Consult with CEO |
| 6j | TRUST-WIDE BENCH-MARKING AND VALUE FOR MONEY: <i>ensure</i> | N/a | ✓ F&R Committee A&R Committee | Recommend to BoD | N/a | N/a |
| 6k | SCHOOL-BASED BENCHMARKING & VALUE FOR MONEY: <i>ensure</i> | N/a | ✓ | Recommend to BoD | N/a | Consult with CEO and LAB |

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|----|---|-----|--------------------------------|--|--------------------------|--|
| | | | F&R Committee | | | |
| 6l | TRUST-WIDE PROCUREMENT STRATEGIES AND EFFICIENCY SAVINGS: <i>ensure</i> | N/a | Review F&R Committee | ✓ | N/a | Consult with CEO |
| 6m | USE OF TOPSLICE: <i>approve</i> | N/a | ✓ F&R Committee | Recommend to BoD | N/a | Consult with CEO |
| 6n | APPLICATIONS FOR GRANTS AND LOANS – EG FACILITIES DEVELOPMENT: <i>approve</i> | N/a | ✓ F&R Committee | Recommend to BoD | Consult with HT | Consult with CEO and LAB |
| 6o | CONTRACTUAL AGREEMENTS WITH EXTERNAL PARTIES – EG ICT CONTRACTS & SERVICES: <i>ensure</i> | N/a | ✓ F&R Committee | Recommend to BoD | N/a | Consult with CEO and LAB |
| 6p | MODIFICATIONS TO SERVICE CONTRACTS – EG ICT, CATERING< CLEANING: <i>ensure</i> | N/a | ✓ F&R Committee | Recommend to BoD | N/a | Consult with CEO and LAB |
| 6q | FINANCIAL LEASES OR CONTRACTS: <i>ensure</i> | N/a | ✓ F&R Committee | Recommend to BoD | N/a | Consult with CEO and LAB |
| 6r | CAPITAL DECISIONS – EG INVESTMENTS, BUILDING WORKS | N/a | ✓ F&R Committee | Recommend to BoD | N/a | Consult with CEO and LAB |
| 6s | STATUTORY COMPLIANCE – FINANCE: <i>ensure</i> | N/a | ✓ F&R Committee | Comply, review and report to BoD | Comply and review | Comply, review and report to CEO and LAB |

7 GOVERNANCE - EDUCATION AND CURRICULUM

| | ACTION and <i>DECISION</i> : | MEMBERS | TRUSTEES (Full BoD or delegate to a Trust-wide Committee which reports formally to the BoD) | CEO (Trust level) (Some tasks may be delegated to senior staff in Create Central) | LAB (school level) A committee of the BoD with a focus on one school | HEADTEACHER (Some tasks may be delegated to senior school staff) |
|----|---|---------|--|---|---|---|
| 7a | STATUTORY COMPLIANCE – EDUCATION LAW: <i>ensure</i> | N/a | ✓ | Comply, review and report to BoD | Comply and review | Comply, review and report to CEO and LAB |
| 7b | PUPIL ADMISSION NUMBERS (PAN): <i>approve</i> | N/a | ✓ | Recommend to BoD | Comply | Comply |
| 7c | COLLECTIVE WORSHIP: <i>ensure</i> | N/a | ✓ | Consult with HT, comply and review | ✓ | ✓ Consult with CEO and LAB, comply and review |
| 7d | HR POLICIES – Eg disciplinary, capability, leave of absence: <i>approve</i> | N/a | ✓ Including F&R Committee | Recommend to BoD | Comply and review | Consult with CEO and LAB, comply and review |
| 7e | POLICIES RE PARENTS – Eg communications, parent voice: <i>approve</i> | N/a | Review | Consult with HT and LAB | ✓ | ✓ Consult with CEO and LAB, comply and review |
| 7f | CHARGING AND REMISSIONS: <i>approve</i> | N/a | ✓ F&R Committee | Recommend to BoD | Comply and review | Consult with CEO and LAB, comply and review |

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|----|---|-----|-------------------------|---|-----------------------------------|---|
| 7g | BROAD POLICIES RE PUPILS – Eg attendance, SEND, behaviour: <i>approve</i> | N/a | ✓ | Recommend to BoD | Comply and review | Consult with CEO and LAB, comply and review |
| 7h | TERM DATES & LENGTH OF SCHOOL DAY: <i>approve</i> | N/a | Review | ✓ | Comply | Comply |
| 7i | STAFF TRAINING DAYS: <i>approve</i> | N/a | N/a | Consult with HT and LAB | Consult with HT | ✓ Consult with CEO and LAB |
| 7j | FRAMEWORK FOR VISITS TO TRUST SCHOOLS BY TRUSTEES AND LAB MEMBERS: <i>ensure</i> | N/a | ✓ | Recommend to BoD | Consult with HT and CEO Comply | Consult with LAB and CEO |
| 7k | CURRICULUM PLAN AND SCHOOL STATEMENT: <i>approve</i> | N/a | Review | ✓ | Consult with HT | Comply, review and report to LAB and CEO |
| 7l | TRUST-WIDE CURRICULUM STATEMENT: <i>approve</i> | N/a | ✓ | Recommend to BoD | N/a | Consult with LAB and CEO |
| 7m | SCHOOL MEALS AND FOOD POLICY – NUTRITIONAL STANDARDS: <i>ensure</i> | N/a | ✓ | Comply and review | Comply | Comply |
| 7n | CURRICULUM MODEL: <i>approve</i> | N/a | Review | Consult with HT and LAB, and recommend to BoD | Consult with HT and CEO | ✓ Consult with LAB and CEO |
| 7o | QUALITY OF TEACHING – levels of support, challenge and intervention: <i>ensure</i> | N/a | Review | Consult with LAB and HT, review and report to BoD | ✓ | ✓ Review and report to LAB and CEO |
| 7p | PUPIL PREMIUM – use and value for money against pupil outcomes and narrowing the gap: <i>ensure</i> | N/a | Review F&R Committee | Report to BoD | ✓ | ✓ Comply, review and report to LAB and CEO |
| 7q | SPORTS PREMIUM – use and value for money against pupil outcomes & narrowing the gap: <i>ensure</i> | N/a | Review F&R Committee | Report to BoD | ✓ | ✓ Comply, review and report to LAB and CEO |
| 7r | TRUST-WIDE PUPIL TARGET-SETTING – END KEY STAGES: <i>approve</i> | N/a | Review | Review | Consult with HT and CEO | ✓ Recommend to LAB and CEO |
| 7s | SCHOOL-BASED TARGET-SETTING – ALL YEAR GROUPS: <i>approve</i> | N/a | Review | Review | N/a | Recommend to LAB and CEO |
| 7t | TRUST-WIDE - PUPILS' WELL-BEING AND SAFEGUARDING: <i>ensure</i> | N/a | Review | ✓ | N/a | Comply, review and report to LAB and CEO |
| 7w | SCHOOL-BASED – PUPILS' WELL-BEING AND SAFETY: <i>ensure</i> | N/a | Review | Consult with HT and LAB and review | ✓ | ✓ Comply, review and report to LAB and CEO |
| 7x | TRUST-WIDE - PUPILS' STANDARDS AND PROGRESS: <i>ensure</i> | N/a | Review | ✓ | N/a | Comply, review and report to LAB and CEO |
| 7y | SCHOOL-BASED – PUPILS' STANDARDS AND PROGRESS: <i>ensure</i> | N/a | Review | Consult with HT and LAB and review | ✓ | ✓ Comply, review and report to LAB and CEO |
| 7z | TRUST-WIDE – PUPILS' OTHER OUTCOMES: <i>ensure</i> | N/a | Review | ✓ | N/a | Comply, review and report to CEO and LAB |

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| 7aa | SCHOOL-BASED – PUPILS’ OTHER OUTCOMES: <i>ensure</i> | N/a | Review | Consult with HT and LAB and review | √ | √ Comply, review and report to LAB and CEO |
| 7bb | FIXED-TERM PUPIL EXCLUSION: <i>approve</i> | N/a | Review | Review | √ | √ Comply, review and report to LAB and CEO |
| 7cc | PERMANENT PUPIL EXCLUSION: | N/a | Review | √ | Review | Recommend to LAB and CEO |