



SCHEME OF DELEGATION

2026/2027



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1. Purpose

- 1.1 The Trust Board of Endeavour Learning Trust (“the Board”) is the Trust’s legal accountable body. It has collective accountability and responsibility for the Trust and all its academies.
- 1.2 Decision-making takes place at different levels across the Trust. These arrangements are informed by the Trust’s Articles of Association, funding agreements, the Academy Trust Handbook, legislation, statutory guidance, Trust policies, committee terms of reference and financial delegations.
- 1.3 This Scheme of Delegation sets out how key functions, decisions, oversight and delivery responsibilities are allocated across the Trust. It aims to provide clarity and consistency and to prevent gaps, duplication or overlap.
- 1.4 The Board retains overall responsibility for the Trust and its funds. It also retains responsibility for any matter which legislation, the Articles of Association, funding agreements or regulatory requirements do not permit it to delegate.
- 1.5 The Board reserves the right to amend or suspend any delegation at any time.
- 1.6 The Board delegates the day-to-day leadership and management of the Trust to the Chief Executive. Operational arrangements are governed through Trust policies, procedures and financial delegations.
- 1.7 Where this Scheme assigns delivery to the Chief Executive, the Chief Executive may delegate aspects of that delivery to members of the Executive Team, operational leads, Headteachers or other appropriate employees.
- 1.8 Any further delegation does not alter the accountability assigned by this Scheme. The Chief Executive remains responsible for ensuring delivery and reporting to the Board as appropriate.

2. Definitions

Members

- 2.1 The custodians of the Trust's governance. Members exercise the powers reserved to them by the Articles of Association, including appointing and removing certain Trustees, appointing the external auditor and receiving the audited annual report and accounts.
- 2.2 Members maintain oversight of the effectiveness of the Trust's governance. They do not manage the Trust or its academies.

Trust Governance

- 2.3 The non-executive governance tier comprising the Board of Trustees and its committees.

Board of Trustees

- 2.4 The Trust's legal accountable body. Trustees are both company directors and charity trustees and have collective responsibility for the Trust.
- 2.5 The Board provides strategic leadership, accountability and assurance, and oversight of stakeholder engagement. It may delegate functions to committees, the Chief Executive and the local tier of governance but retains overall accountability.

Audit and Risk Committee

- 2.6 A committee of the Board responsible for the oversight of internal scrutiny, external audit, risk management, internal control and financial assurance.
- 2.7 The Committee provides scrutiny, assurance and advice to the Board in accordance with its Terms of Reference. It does not manage operational delivery.

Pay and CEO Performance Committee

- 2.8 A committee of the Board responsible for matters relating to the Chief Executive's performance and remuneration and other pay matters delegated to it through its Terms of Reference.

Chief Executive (and Accounting Officer)

- 2.9 The senior executive leader appointed by the Board to lead and manage the Trust and deliver the educational, strategic and operational outcomes set by the Board.
- 2.10 As Accounting Officer, the Chief Executive has personal responsibilities to Parliament and the Department for Education for the Trust's financial resources.
- 2.11 The responsibilities placed personally on the Accounting Officer must not be delegated.

Executive Team

- 2.12 Comprises the Chief Executive, Deputy Chief Executive, Chief Finance and Operations Officer, Director of Primary, Director of Secondary, Director of Belonging, Director of People, Director of Estates and Operations, and Director of Strategic Partnerships and Transformation.
- 2.13 The Executive Team supports the Chief Executive in delivering the Trust's strategy and managing its educational and operational functions, its authority derives from the Chief Executive's delegations.

Local Governance

- 2.15 The academy-level governance arrangements established by the Board.

Local Academy Council

- 2.16 The local tier of governance for an academy. Each academy should have a Local Academy Council unless the Board establishes temporary alternative arrangements.
- 2.17 LACs provide local scrutiny, assurance and stakeholder insight. They undertake the functions assigned to them through this Scheme and their Terms of Reference, with a particular focus on educational performance, inclusion, safeguarding and engagement with pupils, parents, staff and the local community.

Academy Transition Committee

- 2.18 A temporary local governance arrangement established by the Board to support an academy during transition, including where a school joins the Trust or requires enhanced governance support.
- 2.19 The Committee undertakes the functions assigned to it through this Scheme and its Terms of Reference.

Pupil Discipline Committee

- 2.20 A committee or panel responsible for reviewing suspensions and permanent exclusions where the governing body has a statutory duty to consider reinstatement.
- 2.21 The Committee acts in accordance with legislation, statutory guidance and the Trust's relevant procedures.

Complaints Appeal Panel

- 2.22 A panel responsible for considering complaints at Stage 3 of the Trust's Complaints Policy.
- 2.23 The Panel reviews the complaint fairly and impartially and reaches findings and recommendations within the authority provided by the policy.

Headteachers

- 2.24 The individuals responsible for the day-to-day leadership and management of their academies. Headteachers operate within the Trust's strategy, policies, procedures and delegated authority.
- 2.25 Headteachers are members of their academy's Local Academy Council or Academy Transition Committee, as applicable.

3. Key

Responsibilities

- 3.1 Please find below the key explaining the delegation of responsibilities detailed in the Scheme of Delegation:

A Approver and/or Accountable	Owns the decision or function and is answerable for it. Approves the decision where approval is required and ensures the function is discharged properly. Only one A should appear in each row. <i>Where both LAC and ATC are marked A, the ATC replaces the LAC for the period determined by the Trust Board.</i>
D Delivery	Leads or undertakes the work required to deliver the function. Delivery may be shared or assigned to appropriate employees within the authority provided by this Scheme. <i>A/D means that the role both owns and delivers the function.</i>
C Consulted	Provides advice, evidence or views before a decision or significant action. Consultation involves two-way communication and takes place before the decision is made.
O Overview	Receives information and assurance to scrutinise whether the function is being delivered properly and in accordance with the relevant policy, procedure or delegation. Overview does not include approval or management of delivery.

- 3.2 Please note: if a cell is blank this means there is no formal responsibility assigned to the role regarding the core function.

Roles

- 3.3 Please find below the key explaining the roles detailed in the Scheme of Delegation:

Members	Members
BOT	Board of Trustees
ARC	Audit and Risk Committee
PAY	Pay and CEO Performance Committee
CEO	Chief Executive (and Accounting Officer)
LAC	Local Academy Council
ATC	Academy Transition Committee
PDC	Pupil Discipline Committee
CAP	Complaints Appeal Panel
Head	Headteachers

4. Scheme of Delegation: Vision, Values and Strategy

Core Function	Members	Trust Governance			CEO	Local Governance				Head
		BOT	ARC	PAY		LAC	ATC	PDC	CAP	
Determine and approve the Trust's mission, vision, values, strategic direction and key priorities		A			D	C	C			C
Approve and monitor the Trust's Corporate Strategy and annual operating statement, including intended outcomes and measures of success	O	A			D	C	C			C
Ensure academy development plans and priorities align with the Trust's vision, values and strategy		O			A	O	O			D
Approve and monitor the strategic approach to central services, including their quality, effectiveness, regulatory compliance and value to Trust schools		A			D					C
Approve and monitor the Trust's sustainable and responsible Growth Strategy	O	A			D					C
Approve the due diligence framework for schools joining the Trust and receive assurance on the findings of each due diligence exercise		A	C		D					
Approve the Trust's proposal for an academy or school to join or leave the Trust, subject to any required external approvals		A			D					
Approve the establishment, material change or closure of Trust subsidiaries and other operating arms		A	C		D					

5. Scheme of Delegation: Governance

Core Function	Members	Trust Governance			CEO	Local Governance				Head
		BOT	ARC	PAY		LAC	ATC	PDC	CAP	
Appoint or remove Members in accordance with the Articles	A									
Appoint or remove up to six Member-appointed Trustees	A	C								
Appoint or remove Co-opted Trustees in accordance with Article 58		A								
Elect or remove the Chair and Vice-Chair of Trustees in accordance with Articles 82 to 92		A								
Appoint or remove Board committee chairs		A	C	C						
Review the Articles of Association and recommend amendments where required	C	A			D					
Approve amendments to the Articles by special resolution, subject to required DfE approval	A	D			C					
Approve and review at least annually the Board and committee structure, Terms of Reference, constitution and membership		A	C	C	C					
Approve and review at least annually the Trust's local governance arrangements, including LAC and ATC constitutions, Terms of Reference and delegated functions		A			C	C	C			C
Appoint named Trustee leads required by statutory guidance or agreed by the Board, including safeguarding, SEND and careers		A								
Appoint an eligible Local Academy Councillor as Chair for the remainder of their current councillor term, or remove them from office as Chair		A			C	C				C
Appoint or remove Trust-appointed Local Academy Councillors		A			C	C				C
Appoint an eligible Local Academy Councillor as Vice-Chair for the remainder of their current councillor term, or remove them from office as Vice-Chair		O			O	A				C
Appoint Community Councillors within the places allocated by the approved LAC or ATC Terms of Reference					O	A	A			C
Remove a Community Councillor in accordance with the approved LAC or ATC Terms of Reference		A			D	C	C			C

Core Function	Members	Trust Governance			CEO	Local Governance				Head
		BOT	ARC	PAY		LAC	ATC	PDC	CAP	
Approve and review the constitution of Ormskirk School LAC, including two Foundation Councillor places nominated by Ormskirk School Foundation Trust and appointed by the Board of Trustees		A				C				C
Remove Foundation Councillors on Ormskirk School LAC following consultation with Ormskirk School Foundation Trust		A				C				C
Establish an Academy Transition Committee, approve its constitution and appoint or remove its Chair and members		A			D					C
Arrange the election or appointment of Parent Local Academy Councillors in accordance with Articles 54 to 56 and the LAC Terms of Reference		A			D	O	O			D
Arrange the election of a Staff Councillor by the academy's staff body in accordance with the LAC Terms of Reference		O			O	A	A			D
Remove Parent or Staff Local Academy Councillors in accordance with the Articles and LAC Terms of Reference		A			D	C	C			C
Appoint or remove the Trust's Governance Professional, who must not be a Trustee or the Chief Executive		A			C					
Determine clerking arrangements for Board committees, LACs and ATCs					A	C	C			
Approve the Annual Governance Workplan		A			D					
Receive and consider termly assurance communications from LAC and ATC Chairs		A			C	D	D			C
Hold an Annual General Meeting in each Academy Financial Year and present the audited annual report and accounts to Members	O	A			D					
Approve and provide the required governance information for publication on the Trust website		A			D	D	D			
Ensure governance meeting agendas, approved minutes and supporting papers are available for public inspection, subject to lawful confidentiality restrictions		A			D	D	D			
Review and approve the Scheme of Delegation at least annually and following any material change to the Trust's governance, management or organisational structure		A			C	C	C			

Core Function	Members	Trust Governance			CEO	Local Governance				Head
		BOT	ARC	PAY		LAC	ATC	PDC	CAP	
Complete an annual Board self-evaluation, including composition, skills, effectiveness, leadership and impact		A			C					
Complete a biennial review of local governance effectiveness		A			D	C	C			C
Commission an external review of governance at least every three years, or earlier following significant growth, structural change or identified governance concerns		A			C					
Approve and monitor governance induction, training and development arrangements		A			D	C	C			
Approve the Trust's risk-management framework and risk appetite, including ultimate oversight of the Board Assurance Framework		A	C		D					D
Monitor the Board Assurance Framework, Assurance Atlas, and strategic risk register throughout the year and report material matters to the Trust Board		O	A/D		D					
Complete an annual review of the Board Assurance Framework and strategic risk register		A	D		D					
Approve Trust-wide statutory and strategic policies reserved to the Board under the policy schedule		A			D					
Approve academy-level policies delegated under the policy schedule					O	A	A			D

6. Scheme of Delegation: Finance and Operations

Core Function	Members	Trust Governance			CEO	Local Governance				Head
		BOT	ARC	PAY		LAC	ATC	PDC	CAP	
Appoint, reappoint or remove the external auditors	A	O	C		D					
Notify DfE of the resignation or removal of the external auditors		A	O		D					
Review the external audit plan, annual report and accounts, audit findings and management response	O	A	C		D					
Assess the effectiveness and resources of the external auditor and report conclusions and recommendations annually to BOT and Members	O	O	A/D		C					
Approve the annual report and audited accounts	O	A	C		D					
Ensure agreed external audit recommendations are implemented		A	O		D					D
Appoint or remove the internal scrutiny (audit) provider		A	C		D					
Approve and monitor the annual internal scrutiny (audit) programme		O	A		D					
Review internal scrutiny (audit) reports and monitor completion of agreed actions		O	A		D					D
Establish and maintain an effective internal control framework		A	O		D					D
Approve and review, at least annually and following any material change to the Trust's management or organisational structure, the Scheme of Financial Delegation and Financial Regulations		A			D					C
Approve and oversee the Trust's procurement and value-for-money framework, including compliance with statutory procurement requirements and applicable DfE purchasing arrangements		A	O		D					D
Approve borrowing, write-offs of debts and losses, guarantees, letters of comfort, indemnities and other transactions reserved to the Board, subject to prior DfE approval where required		A	C		D					
Submit statutory financial reports and returns to DfE and other bodies		O			A/D					
Approve the Academies Budget Forecast Return before submission		A			D					
Approve the Trust's balanced annual budget, three-year financial plan and significant revisions		A			D					C

Core Function	Members	Trust Governance			CEO	Local Governance				Head
		BOT	ARC	PAY		LAC	ATC	PDC	CAP	
Determine the approach to pooling and distributing GAG, including the appeals mechanism		A			D					C
Agree individual school budget plans within the Trust's approved budget		O			A					D
Ensure management accounts are prepared monthly, shared with the Chair each month, considered by BOT whenever it meets, and followed by timely action to address significant financial risks and variances		A			D					
Monitor individual school financial performance and address significant variances		O			A					D
Respond to risks affecting the Trust's financial sustainability and ability to continue as a going concern		A	C		D					
Ensure benchmarking, integrated curriculum and financial planning and value-for-money evaluation are undertaken		A			D					D
Approve and review the Trust's reserves policy		A	C		D					
Approve and review at least annually the Trust's investment policy and any delegated investment management arrangements		A	O		D					
Determine the Trust's approach to the Risk Protection Arrangement and additional commercial insurance and ensure adequate cover is maintained		A	O		D					
Approve and monitor the Trust Capital Investment Plan		A	C		D					C
Publish the annual summary explaining how funding is distributed across the Trust's schools		O			A/D					
Maintain and publish the Trust's register of interests and oversee completion of required declarations		A	O		D					
Complete accurate declarations of interest and notify the Trust promptly of any changes	D	D	D	D	D	D	D			D
Approve and oversee arrangements for identifying, declaring and managing actual, potential and perceived conflicts of interest		A	O		D	D	D			D
Approve and oversee arrangements for gifts, hospitality and other benefits		A	O		D					D

Core Function	Members	Trust Governance			CEO	Local Governance				Head
		BOT	ARC	PAY		LAC	ATC	PDC	CAP	
Approve related-party transactions and ensure DfE reporting, prior approval and at-cost requirements are met		A	O		D					
Seek prior DfE approval for novel, contentious or repercussive transactions		A	C		D					
Approve special staff severance payments within delegated authority, excluding any payment concerning the Chief Executive		O			A/D					
Approve severance, compensation, ex gratia or other special payments concerning the Chief Executive, subject to prior DfE approval where required		A	C							
Approve compensation payments within the Trust's delegated authority		O	O		A/D					
Approve special payments requiring prior DfE approval, including staff severance and compensation payments meeting the applicable approval criteria and all ex gratia and other extra-contractual payments		A	C		D					
Appoint or remove the Data Protection Officer		A	C		D					
Approve the Trust's data protection and information governance framework and associated policies, including CCTV and other surveillance systems		A	C		D					C
Monitor compliance with data protection and information governance requirements, including the lawful, necessary and proportionate use of CCTV and other surveillance systems		O	O		A	O	O			D
Ensure appropriate arrangements are maintained for information rights requests, including SARs, FOI and EIR requests		O			A/D					D
Ensure personal data breaches are identified, managed, recorded and reported where required		O	O		A/D					D
Ensure appropriate records management, retention and secure disposal arrangements are maintained		O			A	O	O			D
Approve and oversee the Trust's digital and technology framework, including progress towards meeting applicable DfE digital and technology standards		A	O		D					D

Core Function	Members	Trust Governance			CEO	Local Governance				Head
		BOT	ARC	PAY		LAC	ATC	PDC	CAP	
Ensure proportionate cyber-security controls, incident management and reporting arrangements are maintained		O	O		A					D
Monitor compliance with statutory publication requirements across Trust and academy websites		O			A	O	O			D
Approve and publish the Trust's whistleblowing procedure		A	C		D					C
Monitor the effectiveness of the Trust's whistleblowing arrangements		O	A		D					D
Maintain a Trust-wide framework for monitoring and reporting operational, regulatory and policy compliance		A	O		D	O	O			D
Approve and monitor the Trust's Estates Strategy and Asset Management Plan		A	O		D	C	C			C
Approve acquisitions and disposals of freehold land and buildings and leases of land or buildings requiring prior DfE approval		A	C		D	C	C			C
Ensure the Trust's estate is safe, well-maintained and compliant with statutory requirements		A	O		D	O	O			D
Approve the Trust's health and safety policy and associated framework		A	C		D	C	C			C
Monitor implementation of health and safety requirements and ensure identified actions are completed		O	O		A	O	O			D
Approve and monitor the Trust's business continuity and emergency planning framework		A	O		D	O	O			D
Approve and oversee routine and lower-risk non-residential educational visits					O					A/D
Approve and oversee residential, overseas or higher-risk educational visits in accordance with the Trust's Educational Visits Policy		O			A	O	O			D
Ensure compliance with food safety, statutory school food standards and catering requirements		O			A	O	O			D
Approve the Trust's sustainability strategy and receive assurance on the implementation of climate action plans		A			D	O	O			D

7. Scheme of Delegation: Education and School Improvement

Core Function	Members	Trust Governance			CEO	Local Governance				Head
		BOT	ARC	PAY		LAC	ATC	PDC	CAP	
Approve and monitor the Trust Education Strategy, including the approach to curriculum development, delivery and assessment, including EYFS where applicable		A			D	C	C			C
Determine and implement academy-level curriculum and assessment arrangements within the approved Trust framework and statutory requirements		O			A	C	C			D
Monitor the quality, breadth, balance and impact of curriculum provision across the Trust		O			A	O	O			D
Ensure delivery of statutory curriculum requirements, including relationships, sex and health education, religious education and collective worship		O			A	O	O			D
Approve and monitor the Trust's approach to careers education, information, advice and guidance, including compliance with provider access requirements		O			A	O	O			D
Approve the Trust-wide educational improvement priorities and improvement plan, informed by performance evidence		A			D	C	C			C
Monitor Trust-wide educational performance and effectiveness, including pupil outcomes, progress and delivery against agreed improvement priorities		A			D	O	O			D
Monitor each academy's performance and effectiveness and determine the level of support, challenge or intervention required		O			A	O	D			D
Approve and monitor each Academy Development Plan and associated self-evaluation		O			A	C	C			D
Approve and oversee improvement or intervention arrangements for an academy where performance, leadership or compliance concerns arise		O			A	C	D			D
Oversee responses to Ofsted or other education regulatory inspections and monitor delivery of resulting action plans		O			A	O	O			D

Core Function	Members	Trust Governance			CEO	Local Governance				Head
		BOT	ARC	PAY		LAC	ATC	PDC	CAP	
Approve and monitor the Trust's safeguarding framework, including compliance with statutory safeguarding guidance, the Prevent duty and online-safety requirements		A			D	O	O			D
Ensure each academy appoints and supports the required statutory safeguarding and inclusion leads, including the DSL, SENCO and designated teacher for looked-after and previously looked-after children		O			A	O	O			D
Approve and monitor the Trust's approach to SEND, accessibility and inclusive education, including compliance with statutory duties		A			D	O	O			D
Monitor access, participation, attendance and educational outcomes for vulnerable pupil groups, including pupils with SEND, looked-after children and disadvantaged pupils		O			A	O	O			D
Approve and monitor the academy's SEND Information Report and Accessibility Plan, including publication and delivery of identified actions		O			O	A	A			D
Approve and monitor the academy's Inclusion Strategy		O			O	A	A			D
Approve and monitor the academy's PE and Sport Premium reporting, including use of funding, completion of required returns and publication, where applicable		O			O	A	A			D
Approve and monitor the academy's Pupil Premium statement		O			O	A	A			D
Monitor pupil voice and ensure findings inform academy and Trust improvement activity		O			A	O	O			D
Determine and publish admission arrangements for each academy, including the published admission number, oversubscription criteria and statutory consultation		A			D	C	C			C
Implement admission arrangements, including in-year admissions, oversubscription ranking and medical, social and welfare applications		O			A					D
Implement admissions for nursery and sixth-form provision, including determining individual applications under the approved admission arrangements, where applicable		O			A	O	O			D

Core Function	Members	Trust Governance			CEO	Local Governance				Head
		BOT	ARC	PAY		LAC	ATC	PDC	CAP	
Ensure independent admission appeal arrangements comply with the School Admission Appeals Code		A			D					
Approve and monitor the Trust-wide attendance strategy and framework		O			A	C	C			C
Implement attendance arrangements and monitor absence, including persistent and severe absence		O			A	O	O			D
Maintain accurate admission and attendance registers and submit required data		O			A					D
Implement the Trust's complaints procedure and manage complaints at the stages delegated to academy and Trust staff		O			A					D
Hear and determine Stage 3 complaints in accordance with the Trust's Complaints Policy									A	
Monitor complaint themes, timeliness and organisational learning		O			A	O	O			D
Approve and monitor the Trust's approach to behaviour, including written academy behaviour policies, effective anti-bullying arrangements and mobile-phone-free environments by default		A			D	O	O			D
Implement academy behaviour and discipline arrangements consistently, including appropriate support and reasonable adjustments for pupils with additional needs		O			A	O	O			D
Approve and monitor arrangements for restrictive interventions, including recording and reporting significant incidents, reviewing trends and identifying disproportionate use		A			D	O	O			D
Decide whether to suspend or permanently exclude a pupil and cancel the exclusion before the PDC has met, where appropriate					O					A
Consider whether an excluded pupil should be reinstated and reconsider reinstatement following an Independent Review Panel recommendation or direction								A		
Ensure compliant Independent Review Panel arrangements are established following an eligible application		A			D					

Core Function	Members	Trust Governance			CEO	Local Governance				Head
		BOT	ARC	PAY		LAC	ATC	PDC	CAP	
Monitor suspension, permanent exclusion, off-site direction and managed-move data, including patterns affecting vulnerable pupil groups		O			A	O	O			D
Approve and implement an off-site direction in accordance with statutory requirements		O			A					D
Review an off-site direction and determine whether it should continue and, if so, for what period		O			A					D
Approve and monitor the use of alternative provision and managed moves, including the suitability and quality of provision, attendance, safeguarding and education from the sixth consecutive school day of a suspension		O			A	O	O			D
Approve and monitor the Trust's approach to pupil enrichment and wider personal development, including equitable access and participation		A			D	O	O			D
Determine academy term dates, INSET days, holiday patterns and the length and structure of the school day and week within statutory and Trust requirements, and ensure publication		O			O	C	C			A
Issue an immediate temporary restriction on a parent or visitor's access where necessary to protect safety					O					A/D
Approve the continuation, review or removal of a restriction on a parent or visitor's access to Trust premises					A					D

8. Scheme of Delegation: People and Community

Core Function	Members	Trust Governance			CEO	Local Governance				Head
		BOT	ARC	PAY		LAC	ATC	PDC	CAP	
Approve and monitor the Trust's People Strategy, including workforce planning, recruitment, retention, professional development and succession planning		A			D					D
Determine the Executive Team structure		A			D					
Determine the central team staffing structure, including Endeavour Community, within the approved budget		O			A					
Determine academy staffing structures within the approved budget and Trust framework		O			A	C	C			D
Appoint the Chief Executive and appoint them in writing as Senior Executive Leader and Accounting Officer, following scrutiny of the proposed remuneration and compliance with senior pay controls		A		C						
Suspend or dismiss the Chief Executive in accordance with the relevant employment procedure		A								
Appoint the Chief Finance and Operations Officer, who fulfils the Chief Financial Officer function, following scrutiny of the proposed remuneration and confirmation of compliance with applicable senior pay controls and CFO qualification requirements		A		C	D					
Appoint, suspend or dismiss other members of the Executive Team, excluding the Chief Executive and Chief Finance Officer		A			D					
Appoint Headteachers		O			A/D	C	C			
Suspend or dismiss Headteachers in accordance with the relevant Trust policy		O			A					
Approve and periodically review the Trust-wide pay policy and executive pay arrangements		A		D	D					C
Approve and periodically review the Trust's staff appraisal framework		A			D					C
Conduct the Chief Executive's performance review		O		A						
Determine the Chief Executive's remuneration following performance review		A		D						

Core Function	Members	Trust Governance			CEO	Local Governance				Head
		BOT	ARC	PAY		LAC	ATC	PDC	CAP	
Determine Executive Team remuneration, excluding the Chief Executive, through a robust and evidence-based process		A		D	C					
Conduct Executive Team performance management		O		O	A					
Conduct Headteacher performance management		O			A	C	C			
Determine staff pay decisions, excluding the Chief Executive and Executive Team, in accordance with the approved pay policy		O		O	A					D
Apply disciplinary, capability and grievance procedures concerning the Chief Executive, including establishing appropriate independent panels		A								
Apply disciplinary, capability and grievance procedures concerning Executive Team members, excluding the Chief Executive		A			D					
Apply disciplinary, capability and grievance procedures concerning central team employees, Headteachers and Endeavour Community employees		O			A					
Apply disciplinary, capability and grievance procedures concerning academy employees					A					D
Monitor colleague engagement, workload and physical and mental wellbeing across the Trust		O			A					D
Approve the Trust's equality objectives and oversee compliance with statutory equality duties		A			D	O	O			D
Approve and oversee the Trust's community and stakeholder engagement framework		A			D	C	C			C
Develop and maintain strategic partnerships across the Trust		O			A	C	C			D
Lead academy-level engagement with pupils, parents, colleagues and the local community and ensure their views inform local governance		O			O	A	A			D

9. Chair's Action

- 9.1 The Trust's governance arrangements include provision for urgent decision-making.
- 9.2 Board of Trustees meetings normally require at least seven clear days' notice. Where the Chair, or in their absence the Vice-Chair, determines that urgent matters require consideration, a meeting is held on shorter notice in accordance with Article 111.
- 9.3 Where delay would be seriously detrimental and it is not practicable to convene the Board, the Chair may exercise only those Board functions expressly delegated to the Chair in writing.
- 9.4 This does not extend to matters reserved to Members, matters which legislation, the Articles, funding agreements or the Academy Trust Handbook require the Board collectively to determine, or transactions requiring prior DfE approval.
- 9.5 In the Chair's absence, the Vice-Chair may act only where the Chair is unavailable.
- 9.6 The decision, reasons and any advice received must be recorded and reported to the next Board meeting in accordance with Article 106.

Document Control

Approved for Operation Within	All Endeavour Learning Trust Organisations		
Status	Mandatory		
Owner	Endeavour Learning Trust		
Approver	Board of Trustees		
Date Effective from	October 2026	Date of Next Review	September 2027
Review Period	At least Annually	Version	2026.1

