INSIGHT
MULTI ACADEMY TRUST

SCHEME OF DELEGATION

FOR

SIR GRAHAM BALFOUR SCHOOL

INSIGHT MULTI-ACADEMY TRUST

CHANGE CONTROL

Date	Issue	Details of change
26th October 2016	0.a	Initial Release
26th November 2016	0.b	Updated after discussion at Board Meeting 22/11/20
4th December 2016	0.c	Updated following Trustee feedback on previous version
15th January 2017	1.0	Released following acceptance by LGB Chair
3rd April 2019	1.a	Reviewed at the Board Meeting 03.04.2019
4th April 2019	2.0	Updated following agreement at Board Meeting 03.04.2019
9th December 2020	2.0	No Changes
8th December 2021	2.a	Updated following review
8th December 2021	3.0	Updated following agreement at Board Meeting 08.12.2021
November 2022	3.a	Issue Updated
November 2022	4.0	Updated following agreement at Board Meeting 07.12.2022
December 2023	4.a	Issue Updated
December 2024	5.0	Updated following agreement at Board Meeting 13.12.2023

Signed:

13-12-23.

Chair of Board **Date**

INSIGHT MULTI-ACADEMY TRUST

PURPOSE

This document is designed to explain which functions have been delegated and to whom for SIR GRAHAM BALFOUR SCHOOL as a member of INSIGHT MULTI-ACADEMY TRUST.

It is a simple but systematic way of ensuring members, Trustees, local governing bodies, the Chief Executive and academy headteachers are clear about who has responsibility for making which decisions in the Trust.

The delegated powers are broken down into different levels in line with the Trust's principles of governance, leadership and operation. The delegated autonomy for individual academies is aligned with the need for the Trust to fulfil its corporate responsibilities and accountabilities to the Department for Education (DfE), Education and Skills Agency (ESFA), the Charity Commission, HMRC and Companies House.

This overarching Scheme of Delegation, covering all decision making in the Trust, should not be confused with the written scheme of delegation of financial powers referred to in the Academies Trust Handbook.

It must be understood that whilst this Scheme of Delegation details the current situation it is subject to change by the Trust Board. The limits of delegation will be reviewed annually and adjusted in keeping with

1.the Ofsted rating awarded to this academy

2. any significant changes to statutory orders or Trust governance structures which may impact on the smooth and effective running of the Trust or academies within it.

3. Accepted recommendations from external audit or other regulatory agency

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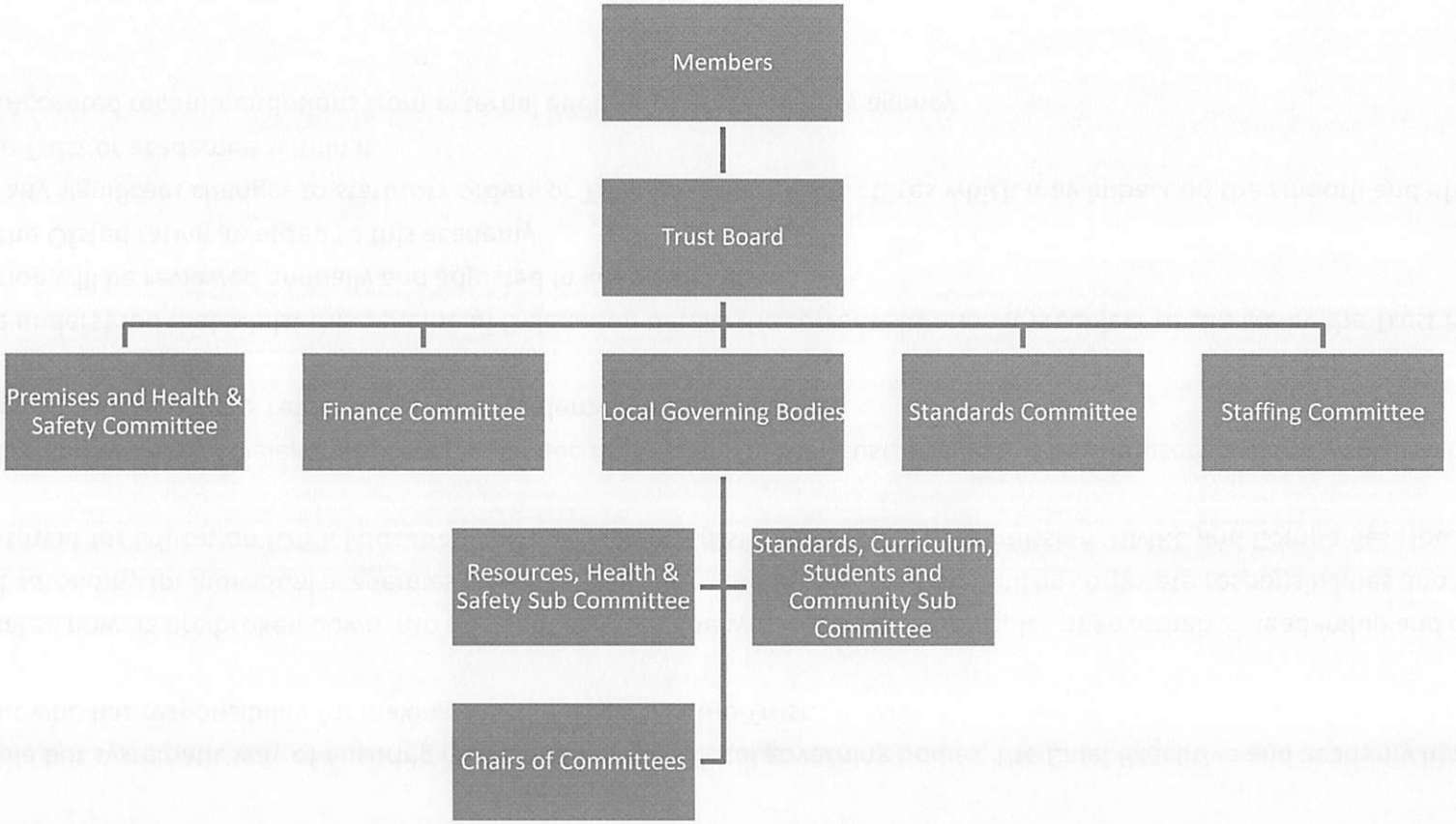
INSIGHT MULTI-ACADEMY TRUST

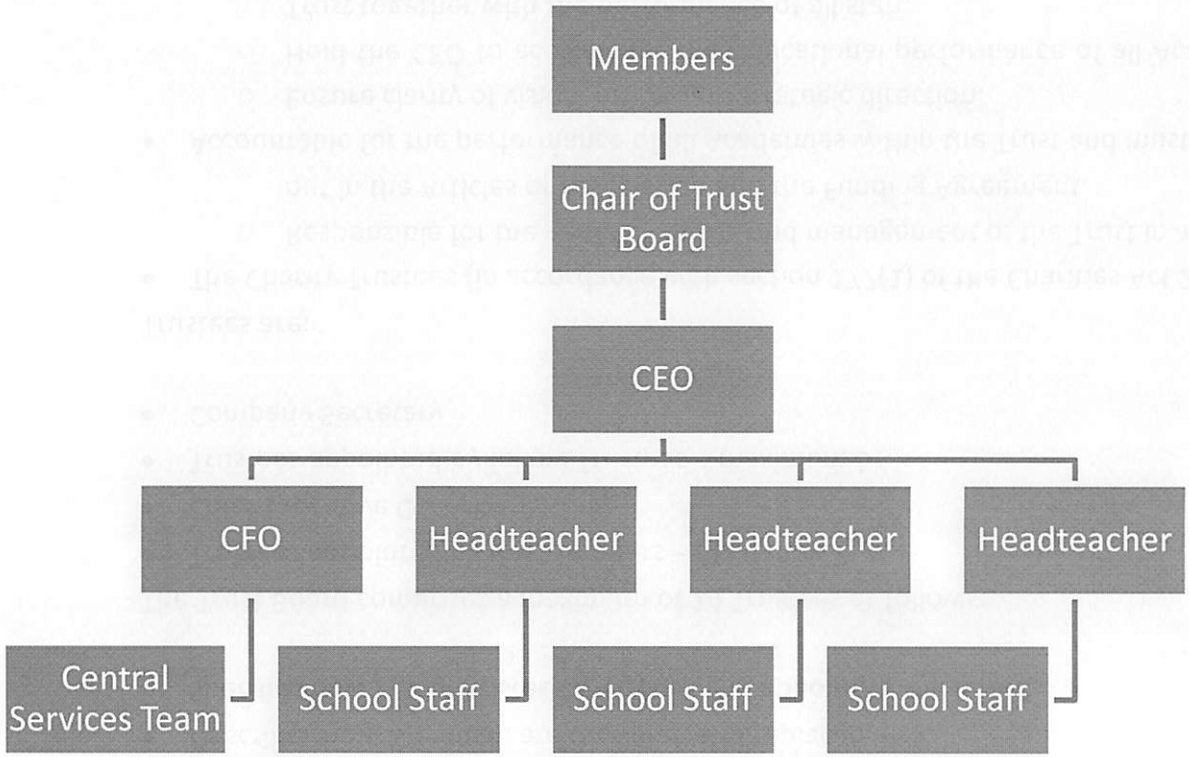
GOVERNANCE STRUCTURE

The diagrams below show the structures on which this Scheme of Delegation is based.



INSIGHT MULTI-ACADEMY TRUST

SENIOR MANAGEMENT STRUCTURE



The Board of Trustees of the Insight Multi-Academy Trust (IMAT) delegate responsibility for delivery of their vision and strategy to the Chief Executive Officer (CEO). The MAT Board holds the CEO to account for the performance of the Trust, including the performance of the academies therein.

The CEO in turn holds the academy headteachers to account by line managing them.

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ROLES

Members:

Members have agreed the Articles of Association which:

- Outlines the governance structure and how the Trust will operate.
- Describes how Members are recruited and replaced.
- Specifies how many Trustees Members can appoint to the Board.

Trust Board:

The Trust Board comprises a maximum of 14 Trustees as follows:

- Trustees appointed by the Members – maximum 7
- Chief Executive Officer
- Trustees appointed by fellow Trustees – maximum 5
- Company Secretary

Trustees:

Trustees are:

- The Charity Trustees (in accordance with section 177(1) of the Charities Act 2011.
    - Responsible for the general control and management of the Trust in accordance with the provisions set out in the Articles of Association and the Funding Agreement.
- Accountable for the performance of all Academies within the Trust and must:
    - Ensure clarity of vision, ethos, and strategic direction.
    - Hold the CEO to account for the educational performance of all Academies and students within the Trust together with the performance of all staff.
    - Oversee the financial performance of the Trust and make sure its money is well spent.
- Responsible for Performance Management of the CEO

- Permitted to exercise all the powers of the Academy Trust.

Premises and Health & Safety, Finance, Standards and Staffing Committees:

These committees each of which comprises:

- 3 appointed by the Trust Board
- Chief Executive Officer
- 2 appointed by the LGBs of the member institutions

have responsibilities as laid out in their Terms of Reference.

Whilst this document identifies four committees at present, it is intended to operate with only two with one body covering **Finance and Premises and Health & Safety** and the other covering **Standards and Staffing**.

This will be reviewed when a further institution joins the Sir Graham Balfour Multi-Academy Trust.

Local Governing Body (LGB):

The LGB which comprises 9 members:

- Academy Headteacher
- 2 appointed by the Trust Board
- 1 Teacher representative
- 1 Non-Teaching Staff representative
- 2 Parents representatives
- 2 Co-Opted by the non Co-Opted members.

has responsibilities delegated to it, as detailed in this Scheme of Delegation.

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Chief Executive Officer: The CEO, who is also the Trust's Accounting Officer, has responsibility for operation of the Trust including:

- Performance of the Academies within the Trust
- Performance Management of each Academy Headteacher (usually with involvement of the LGB Chair).
- Operation of the Academy Trust's financial responsibilities ensuring the Trust is run with financial effectiveness and stability and securing value for money.
- Leading the team of Trust Officers (colleagues who offer support to Trust-wide management).

Academy Headteacher: The Academy Headteacher is responsible for the day to day management and performance of their Academy. They are managed by the CEO, to whom they report. They also report to their LGB on matters which have been delegated to them.

The different levels of delegation are listed below:

- Recommend (R) propose to the decision-making body the course(s) of action that they might consider
- Implement (I) this body or person is responsible and held accountable for implementing the approved decision
- Approve (A) make the final decision in respect of this item
- Monitor and Review (M) this body or person is responsible for monitoring the progress of the approved decision/duty

Where R,I,A,M appears in more than one column on a single line the responsibilities could either be shared, joint, with the higher delegation having the ultimate responsibility, or each delegation may have responsibility for its own area.

Area	Decision/Duty	Delegation				
		Members	Trust Board	CEO	LGB	Academy Head Teacher
Governance Framework						
People	Members: appoint/remove	A/I				
	Role Descriptions for Members: draw up	A/I		R		
	Trustees: appoint/remove	A/I	A/I	R		
	Role descriptions for Trustees/Chair/specific roles/committee members: draw up		A/I	R		
	CEO: appoint/dismiss		A/I			
	Academy Headteacher: appoint/dismiss		A	R/I	R	
	Trust Officers: appoint/remove		A	R/I		
	Academy Staff (permanent and temporary): appoint/dismiss			R/A	A	R/I
	Chief Financial Officer for delivery of Trust's detailed accounting processes: appoint/dismiss		A	R/I		
	Trust members of LGB (2): appoint		A/I	R		
	Parent LGB members (2): elect				A/I	R
	Trust Committee Chairs: appoint and remove		A/I			
	LGB Chairs: appoint and remove				A/I	
	LGB Governors (4): appoint according to SoD				A/I	R
	Governance Professional to Board: appoint and remove		A	R/I		
	Clerk to Trust and LGB: appoint and remove		A/I		A/I	

		Delegation				
Area	**Decision/Duty**	**Members**	**Trust Board**	**CEO**	**LGB**	**Academy Head Teacher**
Governance Framework						
Systems and Structures	Articles of Association: agree and review	A	R	R		
	Trust Scheme of Delegation		A	R/I/M		
	Governance structure (committees) for the Trust: annual review		A/I/M	R		
	Terms of reference for Trust Committees (including audit if required, and scheme for school committees): annual review		A/I/M	R		
	Terms of reference for LGB: annual review		A	R	R/I/M	R
	Skills Audit: complete and recruit / develop existing personnel to fill gaps		A/I	R	A/I	R
	Self review of Trust Board and Committee performance: complete annually		A/I			
	Review of LGB performance: complete annually				A/I	
	Trust-wide HR policies including Terms and Conditions of Employment: draw up		A	R/I/M	R	I
	Annual schedule of meetings for Trust Board		A	R/I		
	Annual schedule of meetings for LGB			R	A	R/I

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Area	Decision/Duty	Delegation				
		Members	Trust Board	CEO	LGB	Academy Head Teacher
Reporting						
Reporting	Trust Governance details on Trust and Academies' websites: post		A/I			
	Academy Governance details on Academy Website: post				A/I	
	Register of interests, business, pecuniary, loyalty for Members / Trustees / committee members: establish and post		A/I			
	Register of interests, business, pecuniary, loyalty for LGB members: establish and post				A/I	
	Annual Report on performance of the Trust: submit to Members and post	A	I	R		
	Annual report and accounts including accounting policies, signed statement on regularity, propriety and compliance, incorporating governance statement demonstrating value for money		A	R/I		
	Annual Report work of LGB: submit to Trust and post				A/I	R

Area	Decision/Duty	Delegation				
		Members	Trust Board	CEO	LGB	Academy Head Teacher
Strategy and Direction						
Strategy and Direction	Trust wide policies including: safeguarding, SEND, admissions; charging and remissions; complaints; expenses; health and safety, premises management; data protection and FOI; Public relations		A/M	R/I		R/I
	School level policies and procedures e.g. admissions; SEND; safeguarding and child protection; curriculum; behaviour			R	A/M	R/I
	Schools/academies joining the Trust		A	R/I		
	Central spend / top slice: agree		A	R		
	Management of risk: Trust and Academy		A/M	R/I/M	A/M	R/I/M
	Engagement with stakeholders		A/M	R/I/M	A/M	R/I/M
	Trust's vision and strategy, key priorities and key performance indicators (KPIs)		A/M	R/I		
	School vision and strategy, agreeing key priorities and key performance indicators (KPIs)			R/M	A	R/I
	Curriculum content and implementation			R/M	A/M	R/I/M
	Budget plan to support delivery of Trust key priorities		A	R/I		
	Budget plan to support delivery of school key priorities		A	R	A	R/I
	Academy procedures, including INSET days, prospectus, website, logo and branding, uniform			R	A/M	R/I
	Trust's staffing structure		A	R/I		
	Academy staffing structure		A	R	R	R/I

		Delegation				
Area	**Decision/Duty**	**Members**	**Trust Board**	**CEO**	**LGB**	**Academy Head Teacher**
Holding to Account						
Holding To Account	Arrangements for matters of compliance (e.g. safeguarding, H&S, employment, GDPR)		**A**	**R/I/M**	**A**	**R/I/M**
	Quality Assurance procedure: curriculum, learning and teaching			**R/M**	**A**	**R/I/M**
	Performance Management of the Chief Executive Officer		**A/I**			
	Performance Management of academy headteacher		**A**	**I/M**	**R**	
	Performance Management of Trust Officers including CFO		**A**	**R/I/M**		
	Performance Management of academy staff			**R/M**	**A**	**R/I/M**

		Delegation				
Area	**Decision/Duty**	**Members**	**Trust Board**	**CEO**	**LGB**	**Academy Head Teacher**
Ensuring Financial Probity						
Ensuring Financial Probity						
	Trust's scheme of Financial Delegation		A/M	R/I		
	School's scheme of Financial Delegation		A	R/M	R/M	I
	External Auditors' report		A	R/I		
	CEO/CFO/Trust Officers' pay award		A/I			
	Academy headteacher pay award		A	R/I	R	
	Academy staff pay award (as set out in Pay and Appraisal Policies)			R	A	R/I
	Benchmarking and Trust wide value for money		A/M	I/R		
	Benchmarking and Academy value for money		A	I/M	M	I
	Trust-wide procurement strategies and efficiency savings programme		A/M	R/I		

INSIGHT MULTI-ACADEMY TRUST

Scheme of Delegation Summary

Members	
Implement (this body or person is responsible and held accountable for implementing the approved decision)	
People	Members: appoint/remove Role Descriptions for Members: draw up Trustees: appoint/remove
Approve (makes the final decision in respect of this item)	
People	Members: appoint/remove Role Descriptions for Members: draw up Trustees: appoint/remove
Systems and Structures	Articles of Association: agree and review
Reporting	Annual Report on performance of the Trust: submit to Members and post

Trust Board	
Recommend (propose to the decision-making body the course(s) of action that they might consider)	
Systems and Structures	Articles of Association: agree and review
Implement (this body or person is responsible and held accountable for implementing the approved decision)	
People	Trustees: appoint/remove Role descriptions for Trustees/Chair/specific roles/committee members: draw up CEO: appoint/dismiss Trust members of LGB (2): appoint Trust Committee Chairs: appoint and remove Clerk to Trust and LGB: appoint and remove

Systems and Structures	Governance structure (committees) for the Trust: annual review Terms of reference for Trust Committees (including audit if required, and scheme for school committees): annual review Skills Audit: complete and recruit / develop existing personnel to fill gaps Self-review of Trust Board and Committee performance: complete annually
Reporting	Trust Governance details on Trust and Academies' websites: post Register of interests, business, pecuniary, loyalty for Members / Trustees / committee members: establish and post Annual Report on performance of the Trust: submit to Members and post
Holding to Account	Performance Management of the Chief Executive Officer
Ensuring Financial Probity	CEO/CFO/Trust Officers' pay award
Approve (make the final decision in respect of this item)	
People	Trustees: appoint/remove Role descriptions for Trustees/Chair/specific roles/committee members: draw up CEO: appoint/dismiss Academy Headteacher: appoint/dismiss Trust Officers: appoint/remove Chief Financial Officer for delivery of Trust's detailed accounting processes: appoint/dismiss Trust members of LGB (2): appoint Trust Committee Chairs: appoint and remove Governance Professional to Board: appoint and remove Clerk to Trust and LGB: appoint and remove
Systems and Structures	Trust Scheme of Delegation Governance structure (committees) for the Trust: annual review Terms of reference for LGB: annual review Skills Audit: complete and recruit / develop existing personnel to fill gaps Self-review of Trust Board and Committee performance: complete annually Trust-wide HR policies including Terms and Conditions of Employment: draw up Annual schedule of meetings for Trust Board
Reporting	Trust Governance details on Trust and Academies' websites: post

	Register of interests, business, pecuniary, loyalty for Members / Trustees / committee members: establish and post Annual report and accounts including accounting policies, signed statement on regularity, propriety and compliance, incorporating governance statement demonstrating value for money
Strategy and Directions	Trust wide policies including: safeguarding, SEND, admissions; charging and remissions; complaints; expenses; health and safety, premises management; data protection and FOI; Public relations Schools/academies joining the Trust Central spend / top slice: agree Management of risk: Trust and Academy Engagement with stakeholders Trust's vision and strategy, key priorities and key performance indicators (KPIs) Budget plan to support delivery of Trust key priorities Budget plan to support delivery of school key priorities Trust's staffing structure Academy staffing structure
Holding to Account	Arrangements for matters of compliance (e.g. safeguarding, H&S, employment, GDPR) Performance Management of the Chief Executive Officer Performance Management of academy headteacher Performance Management of Trust Officers including CFO
Ensuring Financial Probity	Trust's scheme of Financial Delegation School's scheme of Financial Delegation External Auditors' report CEO/CFO/Trust Officers' pay award Academy headteacher pay award Benchmarking and Trust wide value for money Trust-wide procurement strategies and efficiency savings programme Benchmarking and Academy value for money
Monitor and Review (this body or person is responsible for monitoring the progress of the approved decision/duty)	
Systems and Structures	Governance structure (committees) for the Trust: annual review Terms of reference for Trust Committees (including audit if required, and scheme for school committees): annual review

Strategy and Directions	Trust wide policies including: safeguarding, SEND, admissions; charging and remissions; complaints; expenses; health and safety, premises management; data protection and FOI; Public relations Management of risk: Trust and Academy Engagement with stakeholders Trust's vision and strategy, key priorities and key performance indicators (KPIs)
Ensuring Financial Probity	Trust's scheme of Financial Delegation Benchmarking and Trust wide value for money Trust-wide procurement strategies and efficiency savings programme

CEO	
Recommend (propose to the decision-making body the course(s) of action that they might consider)	
People	Role Descriptions for Members: draw up Trustees: appoint/remove Role descriptions for Trustees/Chair/specific roles/committee members: draw up Academy Headteacher: appoint/dismiss Trust Officers: appoint/remove Academy Staff (permanent and temporary): appoint/dismiss Chief Financial Officer for delivery of Trust's detailed accounting processes: appoint/dismiss Trust members of LGB (2): appoint Governance Professional to Board: appoint and remove
Systems and Structures	Articles of Association: agree and review Trust Scheme of Delegation Governance structure (committees) for the Trust: annual review Terms of reference for Trust Committees (including audit if required, and scheme for school committees): annual review Terms of reference for LGB: annual review Skills Audit: complete and recruit / develop existing personnel to fill gaps

	Trust-wide HR policies including Terms and Conditions of Employment: draw up Annual schedule of meetings for Trust Board Annual schedule of meetings for LGB
Reporting	Annual Report on performance of the Trust: submit to Members and post Annual report and accounts including accounting policies, signed statement on regularity, propriety and compliance, incorporating governance statement demonstrating value for money
Strategy and Directions	Trust wide policies including: safeguarding, SEND, admissions; charging and remissions; complaints; expenses; health and safety, premises management; data protection and FOI; Public relations School level policies and procedures e.g. admissions; SEND; safeguarding and child protection; curriculum; behaviour Schools/academies joining the Trust Central spend / top slice: agree Management of risk: Trust and Academy Engagement with stakeholders Trust's vision and strategy, key priorities and key performance indicators (KPIs) School vision and strategy, agreeing key priorities and key performance indicators (KPIs) Curriculum content and implementation Budget plan to support delivery of Trust key priorities Budget plan to support delivery of school key priorities Academy procedures, including INSET days, prospectus, website, logo and branding, uniform Trust's staffing structure Academy staffing structure
Holding to Account	Arrangements for matters of compliance (e.g. safeguarding, H&S, employment, GDPR) Quality Assurance procedure: curriculum, learning and teaching Performance Management of Trust Officers including CFO Performance Management of academy staff
Ensuring Financial Probity	Trust's scheme of Financial Delegation School's scheme of Financial Delegation External Auditors' report Academy headteacher pay award Academy staff pay award (as set out in Pay and Appraisal Policies)

	Benchmarking and Trust wide value for money Trust-wide procurement strategies and efficiency savings programme
Implement (this body or person is responsible and held accountable for implementing the approved decision)	
People	Academy Headteacher: appoint/dismiss Trust Officers: appoint/remove Chief Financial Officer for delivery of Trust's detailed accounting processes: appoint/dismiss Governance Professional to Board: appoint and remove
Systems and Structures	Trust Scheme of Delegation Trust-wide HR policies including Terms and Conditions of Employment: draw up Annual schedule of meetings for Trust Board
Reporting	Annual report and accounts including accounting policies, signed statement on regularity, propriety and compliance, incorporating governance statement demonstrating value for money
Strategy and Directions	Trust wide policies including: safeguarding, SEND, admissions; charging and remissions; complaints; expenses; health and safety, premises management; data protection and FOI; Public relations Schools/academies joining the Trust Management of risk: Trust and Academy Engagement with stakeholders Trust's vision and strategy, key priorities and key performance indicators (KPIs) Budget plan to support delivery of Trust key priorities Trust's staffing structure
Holding to Account	Arrangements for matters of compliance (e.g. safeguarding, H&S, employment, GDPR) Performance Management of academy headteacher Performance Management of Trust Officers including CFO
Ensuring Financial Probity	Trust's scheme of Financial Delegation External Auditors' report Academy headteacher pay award Benchmarking and Trust wide value for money Benchmarking and Academy value for money

	Trust-wide procurement strategies and efficiency savings programme
Approve (makes the final decision in respect of this item)	
People	Academy Staff (permanent and temporary): appoint/dismiss
Monitor and Review (this body or person is responsible for monitoring the progress of the approved decision/duty)	
Systems and Structures	Trust Scheme of Delegation Trust-wide HR policies including Terms and Conditions of Employment: draw up
Strategy and Directions	Management of risk: Trust and Academy Engagement with stakeholders School vision and strategy, agreeing key priorities and key performance indicators (KPIs) Curriculum content and implementation
Holding to Account	Arrangements for matters of compliance (e.g. safeguarding, H&S, employment, GDPR) Quality Assurance procedure: curriculum, learning and teaching Performance Management of academy headteacher Performance Management of Trust Officers including CFO Performance Management of academy staff
Ensuring Financial Probity	School's scheme of Financial Delegation Benchmarking and Academy value for money

LGB	
Recommend (propose to the decision-making body the course(s) of action that they might consider)	
People	Academy Headteacher: appoint/dismiss
Systems and Structures	Terms of reference for LGB: annual review Trust-wide HR policies including Terms and Conditions of Employment: draw up Academy staffing structure
Holding to Account	Performance Management of academy headteacher

Ensuring Financial Probity	School's scheme of Financial Delegation Academy headteacher pay award
Implement (this body or person is responsible and held accountable for implementing the approved decision)	
People	Parent LGB members (2): elect LGB Chairs: appoint and remove LGB Governors (4): appoint according to SoD Clerk to Trust and LGB: appoint and remove
Systems and Structures	Terms of reference for LGB: annual review Skills Audit: complete and recruit / develop existing personnel to fill gaps Review of LGB performance: complete annually
Reporting	Academy Governance details on Academy Website: post Register of interests, business, pecuniary, loyalty for LGB members: establish and post Annual Report work of LGB: submit to Trust and post
Approve (makes the final decision in respect of this item)	
People	Academy Staff (permanent and temporary): appoint/dismiss Parent LGB members (2): elect LGB Chairs: appoint and remove LGB Governors (4): appoint according to SoD Clerk to Trust and LGB: appoint and remove
Systems and Structures	Skills Audit: complete and recruit / develop existing personnel to fill gaps Review of LGB performance: complete annually Annual schedule of meetings for LGB
Reporting	Academy Governance details on Academy Website: post Register of interests, business, pecuniary, loyalty for LGB members: establish and post Annual Report work of LGB: submit to Trust and post
Strategy and Directions	School level policies and procedures e.g. admissions; SEND; safeguarding and child protection; curriculum; behaviour Management of risk: Trust and Academy Engagement with stakeholders School vision and strategy, agreeing key priorities and key performance indicators (KPIs)

	Curriculum content and implementation Budget plan to support delivery of school key priorities Academy procedures, including INSET days, prospectus, website, logo and branding, uniform
Holding to Account	Arrangements for matters of compliance (e.g. safeguarding, H&S, employment, GDPR) Quality Assurance procedure: curriculum, learning and teaching Performance Management of academy staff
Ensuring Financial Probity	Academy staff pay award (as set out in Pay and Appraisal Policies)
Monitor and Review (this body or person is responsible for monitoring the progress of the approved decision/duty)	
Systems and Structures	Terms of reference for LGB: annual review
Strategy and Directions	School level policies and procedures e.g. admissions; SEND; safeguarding and child protection; curriculum; behaviour Management of risk: Trust and Academy Engagement with stakeholders Curriculum content and implementation Academy procedures, including INSET days, prospectus, website, logo and branding, uniform
Ensuring Financial Probity	School's scheme of Financial Delegation Benchmarking and Academy value for money

Academy Headteacher	
Recommend (propose to the decision-making body the course(s) of action that they might consider)	
People	Academy Staff (permanent and temporary): appoint/dismiss Trust Committee Chairs: appoint and remove LGB Governors (4): appoint according to SoD
Systems and Structures	Terms of reference for LGB: annual review Skills Audit: complete and recruit / develop existing personnel to fill gaps Annual schedule of meetings for LGB
Reporting	Annual Report work of LGB: submit to Trust and post
Strategy and Directions	School level policies and procedures e.g. admissions; SEND; safeguarding and child protection; curriculum; behaviour Trust wide policies including: safeguarding, SEND, admissions; charging and remissions; complaints; expenses; health and safety, premises management; data protection and FOI; Public relations Management of risk: Trust and Academy School vision and strategy, agreeing key priorities and key performance indicators (KPIs) Engagement with stakeholders Curriculum content and implementation Budget plan to support delivery of school key priorities Academy procedures, including INSET days, prospectus, website, logo and branding, uniform Academy staffing structure
Holding to Account	Arrangements for matters of compliance (e.g. safeguarding, H&S, employment, GDPR) Quality Assurance procedure: curriculum, learning and teaching Performance Management of academy staff
Ensuring Financial Probity	Academy staff pay award (as set out in Pay and Appraisal Policies)
Implement (this body or person is responsible and held accountable for implementing the approved decision)	
People	Academy Staff (permanent and temporary): appoint/dismiss

Systems and Structures	Trust-wide HR policies including Terms and Conditions of Employment: draw up Annual schedule of meetings for LGB
Strategy and Directions	Trust wide policies including: safeguarding, SEND, admissions; charging and remissions; complaints; expenses; health and safety, premises management; data protection and FOI; Public relations School level policies and procedures e.g. admissions; SEND; safeguarding and child protection; curriculum; behaviour Management of risk: Trust and Academy Engagement with stakeholders School vision and strategy, agreeing key priorities and key performance indicators (KPIs) Curriculum content and implementation Budget plan to support delivery of school key priorities Academy procedures, including INSET days, prospectus, website, logo and branding, uniform Academy staffing structure
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Monitor and Review (this body or person is responsible for monitoring the progress of the approved decision/duty)	
Strategy and Directions	Management of risk: Trust and Academy Engagement with stakeholders Curriculum content and implementation
Holding to Account	Arrangements for matters of compliance (e.g. safeguarding, H&S, employment, GDPR) Quality Assurance procedure: curriculum, learning and teaching Performance Management of academy staff