



Scheme of Delegation

Introduction

The scheme has been developed to clarify the responsibilities and powers of governors and members of staff employed at the school in respect of key aspects of the management of the school and to ensure compliance with the articles of association. The delegations set out in this scheme are delegated to the specified committees of the governing body and post holders employed at the school.

Delegations cannot be exercised other than by the designated person or committee unless otherwise directed or agreed by the governing body. In the absence or incapacity of the Headteacher, the delegations stand delegated to the Deputy Headteacher unless otherwise directed or agreed by the governing body. In the absence or incapacity of a post holder other than the Headteacher, the delegations stand delegated to the Headteacher unless otherwise directed or agreed by the governing body.

During any period where co-headship arrangements are in place, either co-head may carry out a role designated in the Scheme of Delegation as the responsibility of the Headteacher, including voting, but that if both the co-heads vote then their votes shall be weighted to add up to a single vote.

Instead of exercising her/his delegated powers a post holder or committee may refer the matter to the appropriate committee or governing body. The scheme will be reviewed at the first meeting in each academic year and is made without prejudice to the powers and duties of the governing body and its committees.

All governors and committees follow the Seven Principles of Public Life, Best Value and are committed to equal opportunities for all.

Quorum

The quorum for any governing body meeting is one third (rounded up to a whole number) of the governing body. Articles 114 to 116 list circumstances for which different quorums apply.

The quorum for any committee meeting is three governors or committee members or, if greater, one third of the committee. In the event of there being fewer than three serving members of a committee, the quorum shall be all the members of that committee.

Every question to be decided at a governing body and committee meeting will be determined by a majority of votes of those governors and committee members present and entitled to vote. If there is an equal number of votes, the chair (or the person acting as chair provided that they are a governor) has a second, or casting vote. Votes may only be taken at committee meetings if the majority of members of the committee present are governors.

Constitution of the Governing Body

The Governing Body is made up of the following:

- Members at least 3
- Trustees (up to 8)
- Parents (at least 2)

- Co-opted – as many as deemed necessary
- Ex-officio (1) – Headteacher

Please see the most recent Governing Body Member List for a full list of members and governors.

Travel and Subsistence Allowances

Governors have agreed to adopt a policy not to pay travel and subsistence

Clerk

Wise Governance Services act as the Clerk to the Governing Body and its committees. Governors have adopted the Terms of Reference for Committees as detailed in Appendix 1.

TERMS OF REFERENCE – FINANCIAL MANAGEMENT

Full Governing Body

- should decide priorities according to the agreed school plan
- should approve all purchases of goods or services above the value as set out in part 2
- should approve all virements above the value as set out in part 2
- should retain an oversight of the school's budget position by either receiving appropriate financial reports or by approving the minutes of finance committee meetings where such matters have been discussed.

Resources Committee (including Audit)

- Initial review and authorisation of the annual budget
- Approve the financial statements for filing in accordance with Companies Act and Charity Commission requirements
- Responsible to the Board for ensuring compliance with the Funding Agreement and all relevant financial regulations relating to the Academy are observed
- Oversee capital investment programmes
- Regular monitoring of actual expenditure and income against budget;
- Authorising the purchases of goods and services of value in excess of £10,001 but less than £75,000;
- To fulfil the role of audit committee
- Authorising the disposal of fixed assets with a value of greater than £5,001 but below £10,000;
- should approve all purchases of goods or services above the value as set out in part 2
- should approve all virements above the value as set out in part 2.
- Establish, monitor and review employment policies on behalf of the GB
- Set and monitor remuneration levels for members of staff except for Headteacher and Assistant Head. Remuneration levels for those members of staff will be set by the GB having considered the recommendations of this Committee.
- Contribute to the appraisal of the Headteacher and Assistant Head.
- Establish, monitor and review employment policies
- Review and agree staff training programmes
- Agree with the Headteacher, the type and depth of information to be provided to allow adequate budget monitoring.
- Annual inspection of premises
- Setting of Lettings Policy/Community Education Policy

Internal Assurance Review

The Resources (including Audit) Committee is required to obtain independent oversight of the Academy's financial affairs. The main purpose of this is to assure the GB that:

- The financial responsibilities of the Governing Body are being properly discharged;
- Resources are being managed in an efficient, economical and effective manner;
- Sound systems of internal financial control are being maintained; and
- Financial considerations are fully taken into account in reaching decisions.

External Audit and Financial Statements

- To advise the Academy Trust on the appointment, reappointment, dismissal and remuneration of the external auditor
- To consider the reports of the external auditors and Internal Assurance/Responsible Officer service and, when appropriate, advise the Governing Body of material controls issues.
- To monitor the implementation of agreed recommendations relating to the external auditors' management letter.
- To establish, in conjunction with the Academy's Executive, relevant performance measures and indicators, and to monitor the effectiveness of the external auditor.
- To review the annual financial statements in the presence of the external auditor, including the auditor's formal opinion, the governance statement, including consideration of the internal control systems effectiveness, risk management statements and any relevant issue raised in the external audit management letter.
- To recommend the annual financial statements to the Academy Trust for approval.

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Risk Management and Internal Control

- To review the adequacy of the Academy Trust's Risk Management Policy and procedures and to regularly review the risk register.
- To monitor the implementation of Risk Management Action Plans.

Fraud Prevention and Detection

- To review the Academy Trust's arrangements in respect of whistleblowing and anti-fraud and corruption and to make recommendations as necessary.
- To ensure that all allegations of fraud and irregularity are properly followed up and control weaknesses addressed, including being notified of all cases.

Overall

To produce an annual report for the Academy Trust and Accounting Officer, which should include the Committee's advice on the effectiveness of the Academy's risk management, control and governance processes, and any significant matters arising from the work of the Internal Audit/Responsible Officer Service and the external auditor.

Frequency of Meetings

The Committee shall normally meet three times per academic year in line with the Academy Trust's annual cycle of business, and to align with the requirements for filing with the external authorities.

Headteacher

- The Headteacher has delegated responsibility to incur expenditure on goods or services as set out in part 2.
- The Headteacher can vire monies between budget codes up the value as set out in part 2
- Shall regularly monitor the school's approved budget, taking action wherever necessary to ensure that the budget remains on course throughout the financial year. The Headteacher shall report significant variances to the governing body.
- The Headteacher shall report to members of the Governing Body's Finance Committee on a termly basis and to the Governing Body as required. Such reports shall include a statement of the school's current budget position, as set out by governors.
- Shall prepare draft information on the initial school budget and annual budget plan for consideration by the Finance/Premises (including Audit) Committee and Governing Body.

School Business Manager

The School Business Manager (SBM) works closely with the Headteacher through whom she is responsible to the governors. The SBM is deemed to be the Chief Finance Officer for reporting purposes. The SBM also reports directly to the governors via the Resources Committee. The SBM has delegated responsibility to incur expenditure on goods or services as set out in part 2.

Appendix 1

Part 2 – Financial Responsibilities chart

Task	Responsibility of			
	Full Governing Body	Resources (including Audit) Committee	Head teacher	Business Manager
Budget Management				
Draft initial school budget and standards fund			✓	
Initial review and authorisation of the annual budget		✓		
Approve the financial statements for filing in accordance with Companies Act and Charity Commission requirements		✓		
Responsible to the Board for ensuring compliance with the Funding Agreement and all relevant financial regulations relating to the Academy are observed		✓		
Oversee capital investment programmes		✓		
Regular monitoring of actual expenditure and income against budget		✓		
Regular monitoring of actual expenditure and income against budget		✓		
Establish, monitor and review employment policies on behalf of the GB		✓		
Set and monitor remuneration levels for members of staff except for Head Teacher and Assistant Head. Remuneration levels for those members of staff will be set by the GB having considered the recommendations of this Committee		✓		
Contribute to the appraisal of the Head Teacher and Assistant Head		✓		
Establish, monitor and review employment policies		✓		
Review and agree staff training programmes		✓		
Report on budget to governors (on a termly basis)			✓	
Authorise virements up to a limit of £5,000				✓
Authorise virements between £5,001 and £10,000			✓ & BM	
Authorise virements between £10,001 up to a limit of £75,000		✓		
Authorise virements in excess of £75,000	✓			
Ensure that financial responsibilities are being properly discharged	✓			
Ensure that resources are being managed in an efficient, economical and effective manner	✓			
Ensure that sound systems of internal financial control are being maintained	✓			
Ensure that financial considerations are fully taken into account in reaching decisions	✓			
Ensuring that all financial and administrative returns are made to the DfE and other funders				✓
Ensuring that the necessary information for other statutory returns (annual accounts, Charity Commission filings etc.) is provided promptly to the appropriate authorities				✓
Review financial management arrangements and delegation of powers at least annually	✓			
Exercise powers of the Headteacher where the Headteacher is absent			Deputy Head	

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Provide update to Resources Committee on income from external funding streams				✓
Responsibility for the School Financial Value Standards			✓ & SFMS Gov	
Responsibility for day to day management of financial matters including the establishment and operation of suitable accounting and forecasting systems and an asset register				✓
Management of the Academy financial resources at a strategic and operational level within the framework of financial controls determined by the GB				✓
Maintenance of effective systems of internal control				✓
Ensuring that the annual accounts are properly presented and adequately supported by the underlying books and records				✓
Preparation of monthly management accounts and financial reports				✓
Responsible for preparing and obtaining approval for the annual budget				✓
Debt write-off exceeding £500 in value will need to be approved by the Finance/Premises (including Audit) Committee and copied to the GB.				✓
Approve premises repairs and replacements between £3,000 and £4,999		✓		
Approve premises repairs and replacements over £4,999 unless there are exceptional and urgent circumstances	✓			
Risk Management				
Formally review risks on a regular basis	✓			
Prepare risk management action plan				✓
Consider risk management plans from time to time			✓	
Provide update to governors on progress of risk management action plan				✓
Monitor progress of actions in risk management action plan	✓			
Purchasing Goods or Services				
Determine the internal distribution of capitation between departments within school			✓	
Generate orders				✓
Authorise orders up to a limit of £5,000				✓
Authorise orders between £5,001 and £10,000			✓ & ✓	
Authorise orders between £10,001 up to a limit of £75,000		✓		
Authorise orders exceeding £75,000	✓			
Obtain quotations for expenditure			✓	✓
Arrange Tenders			✓	
Open Tenders		✓		
Check goods against orders				✓
Process invoices for payment				✓
Income				
Collection of income				Admin
Banking of income				✓
Verification of bankings			✓	✓

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Payroll & Personnel				
Approve appointments (in writing) using appropriate documentation			✓	
Verification of availability of finance for supply cover			✓	
Approve supply cover (in writing)			✓	
Notify Payroll Provider of starters, leavers, changes				✓
Bank Account				
Sign cheques			✓	✓
Retain cheque book safely				✓
Reconcile funds and submit regular reimbursement claims				✓
Security of Assets				
Maintain inventory				✓
Carry out checks against inventory at least annually				✓
Authorising the disposal of fixed assets up to a value of £500			✓	
Miscellaneous				
Ensure that governors complete Pecuniary/Business Interests forms on annual basis	✓			

TERMS OF REFERENCE – EMPLOYMENT ISSUES

The Whole Governing Body: -

Should consider, and agree, a staffing structure (both teaching and non-teaching staff) put together by the Headteacher and management team.

The full Governing Body will take policy decisions relating to: -

- staffing complement and structure
- strategy to be followed in respect of a whole school pay policy
- the redundancy, grievance, disciplinary and capability procedures to be followed
- the delegation of powers (where permissible) and the membership of the committees'/selection panels with delegated powers.
- resignation of Headteacher and Assistant Headteacher and take the decision to proceed with such appointments.
- Ratification of the appointment of Headteacher and Assistant Headteacher
- The full Governing Body will perform duties as set out in part 2.

The Selection Panel

The Selection Panel will shortlist and interview for posts of Headteacher and Assistant Headteacher. Where determined by the full Governing Body the Selection Panel will consider advertisement, job description, person specification and timetable for such appointments. The Selection Panel will recommend a candidate for appointment to the full Governing Body.

Resources Committee

The Resources Committee acts as the Personnel Committee and is required to: -

- ensure that all staffing / personnel issues are dealt with in a confidential, professional manner
- be responsible for considering cases of staff discipline, dismissal, capability and grievance as set out in part 2.
- consider salary issues (including regrading) as set out in part 2.

Performance Management

There will be two or three appointed governors who are responsible for setting and reviewing performance management objectives for the Headteacher. These governors will then make a recommendation to the Personnel Committee regarding the annual pay award. The Headteacher will be responsible for all other performance management reviews in the school and will make a recommendation to the Personnel Committee regarding salary progression.

The Governing Body will also appoint a Review Officer responsible for hearing any complaints about the performance management process. This will be the Chair of Governors unless the Chair has been involved in the Headteacher's performance management review at an earlier stage. In these cases, the Governing Body shall appoint one or more Review Officers.

Appeals Committee

The appeals committee will consider appeals against the decision of the initial personnel committee as set out in part 2

It is important to note that members of this committee must not have had any involvement in any matter connected to the original case e.g. at personnel committee level.

The Appeals Committee must consist of at least the same number of governors as the committee which originally considered the case.

Headteacher

The Headteacher has overall executive responsibility for the Academy's activities within the framework of the agreed annual and longer term plans. The Headteacher is deemed to be the Accounting Officer for reporting purposes.

Appendix 1

The Headteacher shall: -

- perform duties as set out in part 2 where delegated to do by the full Governing Body.
- shall have no involvement in consideration of his/her own salary or the appointment of his/her successor

Other than the Headteacher, governors who are employed at the school shall have no involvement in the consideration of any aspect of pay or appraisal of any school employee.

Appendix 1

Part 2 – Personnel Responsibilities chart

Task	Responsibility of				
	Full Governing Body	Resources Committee	Appeals Committee	Head teacher	Selection Panel
Appointment of Headteacher and Deputy Headteacher					
Accept the resignation of Headteacher/Assistant	✓				
Set Headteacher/Assistant Headteacher salary					✓
Determine advertisement/job spec./person spec./timetable for interview					✓
Select governors to serve on appointments panel	✓				
Shortlist and interview for Headteacher and Assistant Headteacher					✓
Ratify Appointments of Headteacher and Assistant Headteacher	✓				
Appointment of Teaching and Non-Teaching Staff					
Accept resignations of teaching and non-teaching staff (other than Headteacher or Assistant Headteacher)				✓	
Determine all matters relating to the appointment of Assistant Headteachers	✓				
Determine all matters relating to the appointment of teaching staff		✓			
Determine all matters relating to the appointment of non-teaching staff				✓	
Staff Disciplinary/Dismissal/Grievance/Capability					
Adopt discipline, Grievance and Capability procedures	✓				
Issue verbal warnings to staff				✓	
Issue first written warnings to staff		✓			
Issue final written warnings to staff		✓			
Suspend teaching and non-teaching staff				✓ + Chair	
Suspend the Headteacher	Chair				
Consider cases of staff discipline/capability referred by the Headteacher		✓			
Consider cases of discipline/capability/grievance against the Headteacher		✓			
Consider grievances against staff		✓ or app officer			
Consider appeals			✓		
Consider termination of contract on grounds of medical capability		✓			
Salary Issues					
Adopt pay policy	✓				
Hear recommendation from performance management governors re. salary of Headteacher		✓			
Make recommendations to the Initial committee re. Assistant Headteacher and other teaching staff				✓	

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Take decisions on teaching staff salaries each autumn term		✓			
Consider applications for non-teaching staff regarding		✓			
Consider appeals against the initial committee's decision			✓		
Consider whether honoraria/bonus should be paid to staff				✓	
Redundancy Issues					
Adopt redundancy policy/procedure	✓			✓	
Determine the number and category of staff to be reduced	✓				
Determine the criteria to be used in making a selection	✓				
Initial consultation with trade unions				✓	
Consider applications for voluntary redundancy		✓			
Select staff for redundancy according to agreed criteria		✓			
Consider representations from staff selected for redundancy		✓			
Hear appeals from staff affected by decision to reduce staff			✓		
General					
Staffing Structure		✓			
Consider requests for flexible working		✓			
Consider requests for career break		✓			
Determine membership of Initial and Appeals Committees	✓				
Review delegation of powers at least annually	✓				
Code of Conduct declarations/disclosures				✓	
Approval and monitoring of External (Educational Visits)				✓	