

DIOCESE OF
ST ALBANS
MULTI-ACADEMY TRUST

GOVERNANCE FRAMEWORK

Mission, Vision and Values

Governance Overview

Scheme of Delegation

Scheme of Financial Delegation

OCTOBER 2024



DIOCESE OF
ST ALBANS
MULTI-ACADEMY TRUST

*Enabling all to flourish
rooted in God's love*

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1

The Underlying Principles for this Governance Framework

- One Trust
- Clarity of vision, ethos and strategic direction at both Trust and local governance level
- Enable everyone in the Trust to do the right thing, in the right way, for the right people, in a timely, open, honest and accountable way
- Enable local governance that supports driving schools forward with their headteacher
- Clearly defined accountability and responsibility so that there is a shared, practical understanding across the Trust
- Meeting flows and linkages which provide for effective communication, participation and consultation
- Clearly defined roles and responsibilities so that duplication is avoided
- Clearly defined delegated decision-making powers which are understood by all levels of governance
- Clearly defined and effective reporting structures bottom-up and top-down
- Practice which is in line with the Trust's Articles of Association, Academy Trust Handbook and Academy Trust Governance Guide

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Our Mission, Vision and Values

The Trust has a clear mission at its core, ensuring that all pupils are enabled to flourish, rooted in God's Love - academically, socially, spiritually, physically and mentally. This is central to our work and rooted in our Christian foundation (*John 10 v 10*). Our commitment to mutual flourishing within the school community is built upon our shared belief in Church of England principles. In our Trust, just as in the wider Church of England community, 'flourish' refers to prospering, thriving and growing – not shrinking out and dying. It means prayerfully encouraging all within our schools so that they might prove fruitful, successful and contented in the longer term. We seek to provide space generously for all to flourish in life and all of its structures. Equitable treatment for all pupils, staff and the wider community is a core part of enabling this long term, holistic flourishing.

We have a clear vision about creating successful schools for the benefit of their communities. We expect any school in the Trust to continuously improve, and those graded by OFSTED as RI/Serious Weaknesses/Special Measures to make rapid

progress and be able to secure an OFSTED grading of at least “Good” within 3 years post-conversion (COVID delays permitting external validation of these outcomes). All schools provide rich and diverse curricula which evolve to meet the needs of their children and local communities, as well as delivering educational excellence to enable them to continue to flourish in later life.

The way we work and deliver against our mission is critical to our Trust. We have shared, agreed values of:

Hope; Nurture; Equality; Respect; Collaboration

The Trust’s vision is underpinned by a Christian values framework which is adopted by all schools. It provides clear expectations for all Trust employees on how we wish our values to impact on all areas of school life. It draws on, and is informed by, the National Church of England Vision for Education and the Diocesan Board of Education Vision.

Each school within the Trust has a personalised vision for education, developed locally to reflect the individual character and needs of the school community. This vision is underpinned by the Trust’s wider vision, and agreed with the Trust, but it is owned and driven by the headteacher and their Local Governing Board.

3 The Trust’s purpose

- Deliver outstanding education, with a theologically rooted Christian ethos, leading to high achievement and progress for all of our pupils
- Ensure that vulnerable children are nurtured and cared for, and that they are able to flourish
- Care for our pupils and staff, so that they are safe and their wellbeing is a priority
- Inspire a love of learning for all pupils through the provision of a tailored, rich and wide curriculum
- Enable our schools to work together to share knowledge, experience and expertise, for the benefit of our learning community
- Enthuse school staff by providing them with access to learning opportunities and helping them to flourish
- Help school leaders to drive continuous improvement and raise aspirations
- Deliver great governance which has a positive impact upon the outcomes, progression and care of all
- Be cost effective, ensuring that funding is maximised for the benefit of our learning community

4 The Trust's Community

The Trust is dedicated to delivering education that serves local communities. Our academies are inclusive, welcoming those from all and no faiths, from all abilities and backgrounds. We believe in providing a high-quality education, underpinned by Christian values, which enables every child to flourish.

Underpinning all of the Trust's work is a belief in educational excellence. The Trust serves all stakeholders by providing academies with the highest levels of academic rigour and pastoral care.

Our academies are places where children and young people develop and thrive intellectually, socially, culturally and spiritually. All of the Trust's schools teach a broad and balanced curriculum within national guidelines focusing on core skills. This is designed to ensure that all pupils reach their academic potential and seek to enrich their experience along the way. Pupils will be enabled to succeed in an atmosphere of high expectation, aspiring to educational excellence with a firm foundation of values.

5 Trust Governance

The key elements of the Governance Structure are:

a) The Members

The Members of the Trust hold the Trust Board to account for the effective governance of the Trust. The original Members were the first signatories to the original Articles of Association which set out the Trust's charitable object and governance structure. They are guardians of the Trust's vision and values, and custodians of governance in the Trust. The Diocesan Board of Education is a corporate member of our Trust. The Chair of the Trust Board is also a Member, but is the only director to sit on both Boards.

b) Trust Board

In our Trust, the individual members of the Trust Board are known as Directors. The Trust Board meet regularly and employ a committee structure to ensure that all duties and responsibilities are appropriately undertaken, and that there is a high level of support and challenge for the Trust. Committees' membership and Terms of Reference are reviewed each year to ensure that the focus of the Board is consistently refreshed to meet DSAMAT need, and that they support the delivery of annually agreed Board Priorities. The Board may also appoint link Directors or committees for key areas of work. In 2024/25 these are identified for Safeguarding and SEND.

Trust Board Committee Chairs can feedback directly to the Trust Board at each full Trust Board meeting; minutes of all meetings are shared on GovernorHub for permanent reference and appear on the agenda at the following Board meeting.

Local Governing Boards (LGBs) report to the Trust Board or its Committees through the CEO, the Chairs' Network and through the minutes of LGB meetings and an open invitation to contact the Board at any time.

Effective reporting and liaison through open engagement at all levels of Trust governance are seen as key to the success of the structure.

c) Local Governing Board (LGB)

LGBs are committees of the Trust Board and have delegated decision-making powers in accordance with the Scheme of Delegation within this document. They drive the local Christian vision for each school and are responsible for ensuring that the school continues to flourish, with support from the wider Trust. They work with parents and the wider community to ensure that each school is at the heart of the community and reflects the evolving needs of the stakeholders in the local area.

All local governing boards are built on skill set and include at least two parents of school aged children. LGBs must have a Safeguarding link governor and should also have a SEND link. Local Governing Board members are expected to support and promote the Christian ethos in Church schools, and values of the Trust in all DSAMAT schools. In Church schools, for previously designated VC schools at least one LGB member must be specifically appointed as a 'Foundation' member with responsibility for upholding the Academy's historic Christian foundation. However, all local governors must agree to uphold the Trust vision to enable all to flourish: rooted in God's love and are committed to upholding and promoting the unique and distinctive Christian ethos, vision and values of the school. In previously designated VA schools, all appointed governors must be specifically appointed as 'Foundation' members. Whilst LGBs are mostly focussed on individual schools, some policies enable governors from one school to support another for investigations and support. Where this is possible, it is clearly stated within a policy. All governors are encouraged to share good practice within the Trust and beyond, whilst maintaining the confidentiality of each school, their staff and pupils. There are half termly, online Chairs' network meetings in place to ensure that this is facilitated, as well as termly network meetings for Safeguarding link governors.

Central team members liaise with LGB Chairs and local governors in many ways:

- Sharing news and information with Chairs via email
- Meeting with Chairs remotely each half term
- Supporting network and training for core governance roles, such as Safeguarding and SEND
- Providing guidance, support, compliance meeting notes and education reports to all LGB Chairs

Whilst the Trust's central team do not normally attend LGB meetings, they are able to do so in exceptional circumstances. LGBs are also able to commission reports and specific triangulation work from the specialists in the central team where this agreed to be useful and practicable.

Whilst the Members are custodians of governance in the Trust, it is the Trust Board that is responsible for the vision, strategic direction and compliance with the statutory or regulatory requirements of the Trust.

The Trust Board delegate responsibility for delivery of the vision and strategy to the Chief Executive Officer (CEO), who is also the Accounting Officer. The Trust Board hold the Chief Executive Officer to account for the performance of the schools within the Trust. The Chief Executive Officer in turn works with the Cluster Education Leads and Local Governing Boards (LGBs) to drive up standards, providing support, challenge and oversight to the work of the school headteachers. Where deemed appropriate by the Trust Board, a Local Governing Board may support more than one school. Specific responsibilities concerning the development of each school are delegated to LGBs.

Governance Operations

Clerking

LGBs work with the Trust to identify, employ and support the work of an LGB Administrator. The Head of Governance and Onboarding ensures that the work of the LGB Administrators is consistent, and quality assured across the Trust. LGB Administrators liaise on a regular basis to facilitate sharing best practice, common processes, required systems and documentation and to provide each other with support, guidance and assistance when needed. The Head of Governance and Onboarding ensures that the LGB Administrators are provided with up-to-date information regarding best practice in education and governance.

Meeting Schedule

LGBs will usually meet half termly to carry out the work delegated to them. They may meet more frequently if essential although more frequent meetings should not become commonplace. The Head of Governance and Onboarding will ensure that a schedule of work is available to guide the work of the LGBs. LGB meetings should not routinely take longer than two hours.

Meeting agendas and minutes

The LGB Administrator will have available a standard meeting agenda template. Local Chairs and LGBs may add to this in order to meet the needs of their local community and school. Minutes should be stored securely by the LGB Administrator, shared on GovernorHub.

Common systems, Procedures and Documentation

To enable the governance of schools to operate consistently and in accordance with the Trust's Governance Framework, the Trust disseminates templates and content for the following documentation:

- | | |
|------------------------------|---------------------------------------|
| a) agendas | d) annual calendar of business |
| b) meeting minutes | e) Leadership report |
| c) terms of reference | f) policy schedule |

This documentation will be reviewed annually in the summer term by the Head of Governance and Onboarding and will be made available for the start of the new academic year.

6 Roles and Responsibilities

a) Members

The Members ensure the success of the Trust. They hold the Trust Board to account for the effective governance of the Trust but have a minimal role in the actual running of the Trust. It is the Directors, not the Members, who are the organisation's key decision makers. Members are essential to the integrity of an academy trust governance structure. They are focused on the success of the organisation, success being measured against the achievement of the charitable object of the organisation, namely to advance for the public benefit education, recognising and supporting the individual ethos of the schools.

Members have responsibility for the Articles of Association (the documents that set out the rules under which the Trust must operate). The Articles of Association describe how members are recruited and replaced, and the basis on which the Members appoint some Directors to the Trust Board. The Members may remove Directors if they fail to fulfil their responsibilities. Accordingly, the Trust Board submits an annual report on the performance of the Trust to the Members. Members are responsible for approving any amendments made to the Trust's Articles of Association.

b) Trust Board Directors

Directors of the Trust are bound by both charity and company law, therefore the terms 'Trustees' and 'Directors' are both used in the pursuance of business. 'Directors' is used throughout this document to provide clarity.

The Directors are responsible for the management of the Trust in accordance with the provisions set out in Articles of Association. They provide:

- strategic leadership
- accountability and assurance
- strategic engagement

and are able to:

- bring a diverse range of perspectives for robust decision-making
- understand the educational setting and the cultural and religious contexts of the trust and the communities it serves
- analyse trust performance data
- use financial knowledge to hold the executive to account and drive financial efficiency
- challenge each other effectively and work effectively in committees
- performance manage the CEO
- use active succession planning to ensure the board and the trust have the leadership and people it needs to remain effective

The Trust Board delegate to the CEO responsibility for the day-to-day operations of the Trust and for holding the Trust Central Team and LGBs to account for operational performance by reference to monitoring reports and Key Performance Indicators (KPIs). The CEO delegates to wider Trust members.

The Trust Board have responsibility for reviewing and, where necessary amending the governance structure, which includes changes to the Scheme of Delegation. The Trust Board must ensure that the organisation has the necessary skills and that all the directors, local governors and staff are appropriately trained. The Head of Governance and Onboarding oversees the arrangements for skills audits, reviews and subsequent training programmes designed to ensure that Trust governance is well advised and fit-for-purpose.

c) Local Governing Boards (LGBs)

The Trust Board delegates responsibility to the LGBs for each school as outlined in this document. Local Governors are responsible for:

- ensuring clarity of the local vision, ethos and strategic direction, including in Church schools the Christian ethos
- triangulating, on behalf of the Trust Board, the educational performance of the organisation and the pupils,
- ensuring the voices of stakeholders within the school community are captured by the school leadership team and considered and acted upon where appropriate.
- The Trust Board may delegate any additional responsibilities as appropriate but any such responsibilities will always be delegated with additional, separate Terms of Reference.

d) Chief Executive Officer (CEO)

The CEO is the Accounting Officer and so has overall responsibility for the operation of the Trust's financial responsibilities and must ensure that the organisation is run with financial effectiveness and stability, avoiding waste and securing value for money.

The CEO leads the Trust's Central Team and leads strategic and operational work. The CEO is accountable to the Trust Board for the performance of the Central Team.

e) Headteachers

Headteachers are responsible for the day-to-day management of their school, supported by the strategic leadership of the LGB, taking account of the Scheme of Delegation and the Scheme of Financial Delegation. Their work is supported and guided by the Cluster Education Leads and the COO and their teams.

Decision-Making Matrix (Scheme of Delegation)

The Diocese of St Albans Multi-Academy Trust promotes a culture of consultation and collaboration across the organisation. Whilst the tables below show where the action or responsibility for each activity lies, it is expected that key leaders across the Trust will be involved in a process in order to achieve the best outcome for our community.

Please note that Local Governing Board and/or Headteacher delegation may, in extreme circumstances, be passed to the CEO of the Trust. Where this occurs, the Trust Board will be in agreement and the local leadership informed. The intention will always be to resume standard delegation as soon as possible.

The CEO may delegate their responsibilities to the wider senior executive team.

List of Delegations		Members	Trust Board	EE	FP&O	ARC	CEO	Headteacher	LGB	Exclusion Committee
GOVERNANCE	Decision									
	Appoint/remove Members	X <small>Note 1</small>								
	Review Articles of Association		X							
	Approve Articles of Association	X								
	Hold an annual general meeting	X								
	Change the name of the Academy Trust	X								
	Change the name of the Academies		X							
	Appoint/remove Directors in line with Articles of Association ensuring that the support of DSAMAT theologically rooted Christian vision remains a priority	X								
	Appoint / remove co-opted Directors in line with Articles of Association ensuring that the support of DSAMAT theologically rooted Christian vision remains a priority		X							
	Elect the Chair and Vice Chair of the Trust Board		X							
	Approve Code of Conduct for Trust Board and LGBs		X							
	Approve the Governance Framework annually		X <small>Note 2</small>							
	Approve Trust governance structure annually		X							
	Approve role descriptions for the Trust Board and LGBs		X							

GOVERNANCE

List of Delegations		Members	Trust Board	EE	FP&O	ARC	CEO	Headteacher	LGB	Exclusion Committee
Decision										
	Establish and review Trust Board committees, including LGBs, and their structure and terms of reference		X							
	Appoint and remove Trust Committee Chairs and members		X							
	Appoint Trust Safeguarding Director		X							
	Appoint Trust SEND Director		X							
	Appoint Trust careers lead Director		X							
	Appoint and remove Chair of LGB ensuring that the support of DSAMAT and academy theologically rooted Christian visions remains a priority		X							
	Appoint and remove local governors ensuring that the support of DSAMAT and academy theologically rooted Christian visions remains a priority						X		X	
	Identify skills within the Trust Board, addressing gaps through recruitment and/or training ensuring that the support of DSAMAT theologically rooted Christian vision remains a priority		X							
	Identify skills within the LGBs, addressing gaps through recruitment and/or training ensuring that the support of DSAMAT and academy theologically rooted Christian visions remains a priority								X	
	Complete an Annual self-review of Trust Board		X							
	Complete an annual self-review of LGBs								X	
	Ensure succession planning for the Trust Board		X							
	Ensure succession planning for LGBs								X	
	Appoint and remove Clerk to the Trust Board		X							
	Appoint and remove LGB Administrators						X			
	Appoint Safeguarding and SEND link Governors on LGB								X	

GOVERNANCE

List of Delegations	Members	Trust Board	EE	FP&O	ARC	CEO	Headteacher	LGB	Exclusion Committee
Decision									
Set the trust vision		X							
Agree annual schedule of business for Trust Board		X							
Agree Trust wide annual schedule of business for LGB		X							
Agree Trust Board agendas and minutes		X							
Agree LGB agendas and minutes, in line with central team guidance								X	
Establish the format and content of the CEO's report		X							
Establish the format, content and themes of Leadership reports						X			
Provide the Leadership Report to the LGB at least termly							X		
Undertake Trust Board Chairs' Action where delay would be detrimental to an academy / pupil / staff member / volunteer to take emergency action or decision otherwise delegated, with CEO		X Note 3							
Monitor the performance of LGBs in fulfilling their responsibilities and accountabilities						X			

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List of Delegations		Members	Trust Board	EE	FP&O	ARC	CEO	Headteacher	LGB	Exclusion Committee
Decision										
	Set the Trust culture and values		X							
	In conjunction with the Trust Executive Team produce the Trust strategic plan which will include a statement of the Trust's mission, vision, and values		X							
	Agree Trust key priorities and key performance indicators (KPIs) against which progress towards achieving the vision can be measured		X							
	Approve changes to the number of academies run by the Trust		X							
	Approve the theologically rooted Christian vision in line with Trust principles and local context (Church Schools)			X						
	Ensure the Christian ethos of the Trust is maintained		X							
	Ensure the Christian ethos of the academy is maintained							X		
	Approve and monitor the academy development plan which will include a statement of the academy's vision and values						X			
	Make changes to the admissions criteria of an academy		X							
	Make changes to the Published Admission Number (PAN) of an academy		X							
	Make changes to the age range of an academy		X							
	Rank applications for the main point of entry to the academy (main admissions rounds), including assessing "exceptional need" applications (if these have priority)		X							
	Determine any in-year applications							X		
	Admit children under a Fair Access Protocol							X		
	Approve requests for education out of year group		X							
	Prepare and present admission appeals							X		

EDUCATION

List of Delegations		Members	Trust Board	EE	FP&O	ARC	CEO	Headteacher	LGB	Exclusion Committee
Decision										
Approve the theologically rooted Christian vision for education for the academy			X						X	
Ensure the Trust academies' curricula and assessment methods meet the needs of the Trust and legal requirements							X			
Design and implement the academy curriculum								X		
Ensure provision of RE in line with the academy's curriculum policy								X		
Monitor and evaluate the Trust self evaluation form		X								
Monitor and evaluate the academy school evaluation form							X			
Agree annual term dates, INSET and occasional days							X	X		
Propose targets for student achievement								X		
Set and publish targets for student achievement							X			
Approve arrangements for collective worship							X (CD Partner)	X		
Deliver support for looked after children								X		
Deliver the Early Years Foundation Stage in line with statutory requirements								X		
Deliver careers guidance with regard to statutory requirements								X		
Produce and benchmark educational data								X		
Evaluate educational data			X				X			
Across the Trust, monitor and evaluate overall effectiveness of the quality of standards in education			X				X			
Monitor premia spends							X (Inclusion)			
Approve academy annual pupil premium impact report									X	
Approve academy annual SEND impact report									X	
Consider the suspension or permanent exclusion of a pupil within a Trust academy										X

EDUCATION

List of Delegations	Members	Trust Board	EE	FP&O	ARC	CEO	Headteacher	LGB	Exclusion Committee
Decision									
Approve the process of suspensions or permanent exclusions						X			
Engage and collaborate with academy parents and other key stakeholders							X		
Engage and collaborate with Trust stakeholders						X			
Approve Trust-wide premia plans and frameworks						X (Inclusion)			
Approve and monitor Academy premia plans						X (Inclusion)			

FINANCE

List of Delegations	Members	Trust Board	EE	FP&O	ARC	CEO	Headteacher	LGB	Exclusion Committee
Decision									
Determine the scope and charge of mandatory core services to be delivered by the Trust on behalf of its academies						X (COO)			
Approve the scope and charge of mandatory core services to be delivered by the Trust on behalf of its academies		X							
Approve the Trust's scheme of financial delegation				X					
Approve annual capital and revenue budget plans		X							
Approve three-year medium-term forecast				X					
Approve property and fixed asset maintenance financial plan				X					
Approve expenditure from central reserves		X							
Approve deficit recovery plan				X					
Approve proposals for capital investment or expenditure, including the spending of capital from an endowment fund and making social investments; seeking, obtaining and considering professional advice		X							
Ensure an adequate system of financial control which is fit for purpose					X				

FINANCE

List of Delegations		Members	Trust Board	EE	FP&O	ARC	CEO	Headteacher	LGB	Exclusion Committee
Decision										
Manage the approved academy budgets, within agreed authorisation limits as set out in the Trust Schedule of Financial Delegation, monitored by the Trust Central Team								X		
Manage the approved central budgets, within agreed authorisation limits as set out in the Trust Schedule of Financial Delegation, monitored by CEO							X (COO)			
Review the Trust's actual financial performance against budget throughout the year and at year end					X					
Manage cash position							X (COO)			
Appoint and remove external auditors		X								
Ensure compliance with external auditors' report						X				
Agree focus of external scrutiny for the academic year						X				
Ensure appropriate and robust insurance cover for the Trust and its academies						X				

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List of Delegations		Members	Trust Board	EE	FP&O	ARC	CEO	Headteacher	LGB	Exclusion Committee
Decision										
	Approve Trust-wide H&S strategy		X							
	Ensure Health & Safety regulations are followed, monitored by COO							X		
	Monitor Trust estate to ensure it is safe and well maintained						X (COO)			
	Prioritise a plan to maintain buildings, including developing properly funded maintenance plan							X		
	Develop the Trust's buildings programme						X (COO)			
	Implement the academy's building programme							X		
	Approve major (SCA) capital works and long-term building projects, based on condition surveys		X							
	Approve annual academy capital works and maintenance programme						X (COO)			
	Monitor progress against the academy action plan from the annual H&S review						X (COO)	X	X	

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RISK MANAGEMENT

List of Delegations	Members	Trust Board	EE	FP&O	ARC	CEO	Headteacher	LGB	Exclusion Committee
Decision									
Establish risk appetite for the Trust		X							
Establish Trust risk register, and review and monitor regularly					X				
Manage risks as identified in the Risk Register and implement mitigation plans						X			
Establish and review a Trust business continuity plan						X (COO)			
Ensure completion and regular review of academy business continuity plan							X		
Approve all press responses identified as a risk to DSAMAT's reputation (academy, cluster or national level)		X							
Approve other press responses for national media						X			
Approve other press responses at local media academy level							X		
Approve any commissioned writing/opinion pieces for external parties from DSAMAT staff and volunteers						X			
Approve written responses to MPs, Regional Directors, Local Authorities, Ofsted, DfE, ESFA.. etc.						X			

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COMPLIANCE

List of Delegations		Members	Trust Board	EE	FP&O	ARC	CEO	Headteacher	LGB	Exclusion Committee
Decision			X							
Ensure that the Trust and all academies demonstrate equality, diversity and inclusion and operate within relevant employment legislation and comply with safeguarding requirements			X							
Ensure publication of all required details on governance arrangements of the Trust Board			X							
Ensure publication of all required details on governance arrangements of the LGB									X	
Approve annual cycle of compliance across the Trust						X				
Ensure compliance with statutory training requirements			X						X	
Publish annual report and financial accounts			X							
Ensure compliance with the Scheme of Delegation as it relates to the central team and the academy							X	X	X	
Ensure the academy operates within the policies and procedures set out by the Directors								X		
Ensure compliance with SEND Code of Practice								X		
Keep admissions and attendance registers								X		
Carry out disclosure and barring checks and all pre employment / volunteering checks								X		
Review compliance with minimum expectation on length of school week							X			
Ensure delegated admissions powers are being carried out in line with the School Admissions Code			X							
Complete annual review of adherence to Academy Trust Handbook and Governance Guidance schedules of 'Musts'			X							
Ensure the Trust website is compliant with DfE requirements							X			
Ensure academy website is compliant with DfE requirements								X		
Ensure compliance with ECT Statutory arrangements and provision								X		
Ensure compliance with ESFA requirements							X (COO)			
Submit Freedom of Information, Data Protection and Subject Access Request responses on behalf of DSAMAT							X	X		

List of Delegations		Members	Trust Board	EE	FP&O	ARC	CEO	Headteacher	LGB	Exclusion Committee
Decision										
Oversee staff wellbeing, workload and working conditions					X					
Ensure all pre-employment and volunteering checks are successfully completed							X (COO)			
Approve the structure of the Executive Leadership Team			X							
Recruit, appoint, suspend and remove the CEO			X							
Undertake Performance Appraisal of CEO			X							
Appoint senior executive leader as Accounting Officer			X							
Recruit, appoint, suspend and remove the Trust Exec Team			X							
Undertake performance appraisal of Trust Exec Team							X			
Approve the creation of new roles or permanent removal of roles within Central leadership team			X							
Recruit and appoint Trust Central Team leadership and members							X			
Undertake performance appraisal of central Trust staff							X			
Recruit, appoint, suspend and remove the headteacher							X Note 4			
Undertake performance appraisal of headteachers including pay progression, inviting LGB Chair to meeting							X			
Recruit, appoint, suspend and remove members of academy senior leadership teams with CEO as member of any appointing panel								X		
Undertake Performance Appraisal of senior leaders including pay progression								X		
Establish and review the staff structures within each academy								X		
Agree staff structures within each academy							X			
Monitor appropriateness of the staff structures within each academy							X			
Approve appointment of Trust wide designated safeguarding lead							X			
Approve appointment of academy safeguarding lead								X		

HR

List of Delegations		Members	Trust Board	EE	FP&O	ARC	CEO	Headteacher	LGB	Exclusion Committee
Decision										
	Approve appointment of academy SENCO							X		
	Approve any academy restructuring which results in redundancy						X			
	Recruit and appoint academy-based staff according to published structures							X		
	Undertake performance appraisal of staff including pay progression							X		
	Set pay scales, based on benchmarking for Trust Executive Team		X							
	Review and agree non-Executive Trust Central Team pay scale						X			
	Review and agree and headteacher pay scales in line with school group size						X			
	Approve the annual pay award for all academy staff		X							
	Establish disciplinary/capability procedures						X (COO)			
	Determine Trust people strategy						X			

POLICIES

List of Delegations		Members	Trust Board	EE	FP&O	ARC	CEO	Headteacher	LGB	Exclusion Committee
Decision										
	Determine trust-wide policies in line with statutory requirements and which reflect the trust's ethos and values						X			
	Approve Trust-wide policies in accordance with the Trust Policy Schedule.		X							
	Approve local academy policies in accordance with the Trust Policy Schedule								X	

NOTES

1. Members can only be appointed, removed and replaced with the consent of the Diocesan Corporate Member (the Board of Education), in accordance with the Articles of Association
2. Under 2024 Articles, updates to the Governance Framework must also be made with the involvement and consent of the Diocesan Corporate Member
3. Notwithstanding any provisions of the Trust's Articles of Association (the articles), if the chair of the Trust Board is of the opinion that a matter of urgency exists and it is not practicable to arrange a board meeting on short notice in the circumstances either: (i) after receiving a written report from the CEO which clearly states, amongst other things, why the item concerned could not be brought to a regular meeting and why it would qualify for urgent decision under this procedure; or (ii) as a result of other information that is brought to their attention and a delay in exercising the function would likely be seriously detrimental to the interests of the Trust, any Academy, pupil or their parent or a person who works or volunteers at the trust, then, in consultation with the CEO, they may exercise any function of the trust which (i) can be delegated to an individual under the articles, the Trust's funding agreements with the Secretary of State for Education (including the relevant Academy Trust Handbook) or (ii) any function relating to the exclusion of pupils.
4. With the involvement and consent of the Diocesan Corporate Member

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7 Schedule of Financial Delegation

The approvals framework sets out the process and delegated authority for all aspects of the purchase and sales ledger processes that require authorisation. This includes the bank, credit cards and fixed assets.

If spend is required outside of the scope of your approved budget, you must raise this in the first instance with the Head of Finance (HoF) and explain the rationale for the additional spend. A paper will then be required to be reviewed and approved Finance, People and Operations Committee (FP&O).

With regards to procurement, please note that where a contract spans more than one year, the limits below must be applied to the total value of the contract rather than the per annum cost.

Process	Value (Net unless stated)	Process	Delegated Authority (minimum level, can be replaced by a more senior combination)
			Approval
PURCHASES: Individual School Same thresholds apply to whole life of Operating/ Finance leases whilst adhering to Government guidelines.	Over £2,000 and up to £5,000	2 written quotes required	Budget holder/SLT/ Headteacher
	Primary: Over £5,000 and up to £30,000 Secondary: Over £5,000 and up to £50,000	3 written quotes required	Headteacher/ Deputy Headteacher/ Head of Finance All Leases to be signed by HoF
	Primary: Over £30,000 and up to £75,000 Secondary: Over £50,000 and up to £75,000	Formal Tender process	COO
	Over £75,000	Formal Tender process	FP&O
	Over £214,904 (inc VAT)	Adhere to Public Contracts Regulations 2015 (PCR 2015)	FP&O

Process	Value (Net unless stated)	Process	Delegated Authority (minimum level, can be replaced by a more senior combination)
			Approval
PURCHASES: Trust Wide by Central Team for all Schools	Over £20,000 and up to £50,000	2 written quotes required	Head of Finance
	Over £50,000 and up to £100,000	3 written quotes required	COO
	Over £100,000	Formal Tender process	FP&O
	Over £214,904 (inc VAT)	Adhere to Public Contracts Regulations 2015 (PCR 2015)	FP&O
PAYLIST APPROVAL: Single Supplier Limit	Up to £25,000	Paylist Signature	Headteacher
	Up to £50,000	Paylist Signature	Head of Finance
	Over £50,000	Paylist Signature	COO
PAYLIST APPROVAL: Multiple suppliers limit	Primary up to £50K, Secondary up to £100K	Paylist Signature	Headteacher
	Primary above £50k, Secondary above £100k	Paylist Signature	Head of Finance
BACS RUN: Individual School, multiple suppliers	Any	Dual Bank Authorisation	Any Two approvers of Finance Partner, Senior Finance Partner, Head of Finance or COO
CREDIT CARDS	Limited to £1,000	Standard limit per school	Headteacher / Head of Finance
	£1,000 to £3,000	Discretionary, dependent on need	Head of Finance
	Over £3,000	Written request to Head of Finance	COO

Process	Value (Net unless stated)	Process	Delegated Authority (minimum level, can be replaced by a more senior combination)
			Approval
STANDING ORDERS AND DIRECT DEBITS	All	Per bank mandate	Two signatories
WRITE OFFS	Up to £500		Headteacher
	Over £500 and up to £5,000		Head of Finance
	Greater than £5,000 and less than: 1% of total annual income or £45,000 (whichever is smaller) per single transaction		COO
	1% of total annual income or £45,000 (whichever is smaller) per single transaction		Approval required from Secretary of State
DISPOSAL OF ASSETS	Net book value up to £500	Asset disposal form	Headteacher
	Net book value between £500 and £20,000	Asset disposal form	Head of Finance
	Net book value greater than £20,000		COO
PAYROLL	Any	Payroll variations and reconciliation to be reviewed and signed	Headteacher / Head of Finance
EXPENSES/ MILEAGE/ OVERTIME	Schools: Staff less senior than Headteacher	Complete expenses form	Headteacher Head of Service
	Headteacher and Central: Less senior than CEO	Complete expenses form	Line manager
	CEO	Complete expenses form	Chair of Trust Board

Process	Value (Net unless stated)	Process	Delegated Authority (minimum level, can be replaced by a more senior combination)
			Approval
PURCHASE OR SALE OF ANY FREEHOLD	Any	ESFA approval required	
GRANTING ANY LEASEHOLD OR TENANCY AGREEMENT	Any	ESFA approval required	
TAKING UP ANY LEASEHOLD OR TENANCY AGREEMENT FOR MORE THAN THREE YEARS	Any	ESFA approval required	

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