



# Scheme of Delegation within the Diocese of Coventry Multi Academy Trust

**The Diocesan Board of Education** is the sponsor of the Diocese of Coventry Multi Academy Trust. The Diocesan Board of Education is accountable for the pupil outcomes within the Trust and for ensuring the effective use of the funds provided by the Department of Education to meet the charitable objectives of the company.

The Core Mission of **The Diocese of Coventry Multi Academy Trust** is to build a better future for all within our Academies who in turn will positively impact their communities.

Our Commitment

All Academies in the Diocese of Coventry Multi Academy Trust will be recognised for their distinctive and inclusive Christian ethos and for the impact that this has on raising educational standards. Each Academy will demonstrate its Christian distinctiveness by providing an inspirational and holistic education which enables all children and staff to develop and achieve to their full potential.

We will achieve our aims by ensuring that Academies within the Trust are:

- Transformational
- Aspirational
- Sustainable
- Motivational
- Purposeful

<b>Decision Level 1:</b>	MAT Board
<b>Decision Level 2:</b>	Chief Executive Officer
<b>Decision Level 3:</b>	Local Governing Body
<b>Decision Level 3:</b>	Executive Headteacher / Headteacher

		Key Function	MAT Board	Chief Executive Officer	Local Governing Body	Executive Headteacher / Headteacher
<b>STRATEGIC</b>	S.1	<b>Strategic Objectives</b>	<b>To determine</b> the strategic direction of the Trust and the academies	<b>To develop and deliver</b> the strategic direction of the Trust and academies in partnership with the Local Governing Bodies and Headteachers	<b>To develop and deliver</b> the strategic direction of the Trust and the Academy in partnership with the MAT and Headteacher	<b>To develop and deliver</b> the strategic direction of the Trust and the Academy in partnership with the MAT and Local Governing Body
	S.2	<b>Compliance</b>	<b>To review</b> compliance with all regulations including charity, company and employment law across the Trust	<b>To deliver</b> compliance with all regulations affecting the Trust including charity, company and employment law across the Trust  <b>To report</b> to the MAT Board on compliance within the Trust	<b>To deliver</b> compliance with all regulations affecting the Trust including charity, company and employment law within the academy  <b>To report</b> to the MAT on compliance within the academy	<b>To comply</b> with all regulations affecting the Trust including charity, company and employment law
	S.3	<b>Governance</b>	<b>To determine</b> clear systems of governance to ensure public funds are managed in line with the Nolan Principles and achieve the charitable objective of the company  <b>To act</b> to protect the reputation of the Trust and its academies, taking action where required including the establishment of an Interim Governing Body, or the removal of governors if necessary	<b>To deliver</b> the management of the company ensuring public funds are managed in line with the Nolan Principles and achieve the charitable objective of the Trust  <b>To act</b> to protect the reputation of the Trust and its academies, taking action where necessary	<b>To ensure</b> public funds are managed in line with the Nolan Principles and achieve the charitable objective of the Trust  <b>To act</b> to protect the reputation of the Trust and the Academy, taking action directed by the MAT Board where necessary	<b>To ensure</b> public funds are managed in line with the Nolan Principles and achieve the charitable objective of the Trust  <b>To act</b> to protect the reputation of the Trust and the Academy, taking action directed by the Local Governing Body and/or the MAT Board where necessary
	S.4	<b>Governing Body Review</b>	<b>To review</b> the performance of the MAT Board and Local Governing Bodies annually, identifying skill shortages, structural changes and/or any areas for development or support	<b>To report</b> to the MAT Board on the effectiveness of governance throughout the Trust making recommendations where appropriate and supporting the recruitment and training of high calibre governors.	<b>To review</b> the performance of the Local Governing Body, identifying skill shortages, structural changes and/or any areas for development or support	

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<b>STRATEGIC</b>	S.5	<b>Admissions</b>	<b>To determine</b> the model academy admissions policy	<p><b>To develop</b> a model admissions policy in line with current guidance</p> <p><b>To support</b> the academies in the management of the admissions and to liaise with the Local Authority where required</p>	<p><b>To determine</b> the academy admissions policy in conjunction with the model policy provided by the MAT annually.</p> <p><b>To manage</b> admissions processes and waiting lists in line with guidance from the MAT</p>	<b>To prepare</b> the academy admissions policy in line with MAT model admissions policy, in discussion with the Local Governing Body and the MAT
	S.6	<b>Admissions appeals</b>		<p><b>To provide</b> access to an Independent Appeals Service</p> <p><b>To support</b> the academy if an appeal is received</p>	<p><b>To present</b> a case to the Independent Appeals Panel if required.</p>	<b>To notify</b> the MAT and Local Governing Body if an appeal for admission is received.
	S.7	<b>Academy expansion</b> <i>(Acquiring or disposing of freehold land or buildings or heritage assets require EFA approval)</i>	<b>To approve</b> recommendations for academy expansion	<b>To consider</b> proposals for academy expansion and make recommendations to the MAT Board	<b>To consider</b> opportunities for academy expansion and present a proposal to the MAT	<b>To consider</b> opportunities for academy expansion in discussion with the MAT and Local Governing Body
	S.8	<b>Academy Information</b>		<b>To provide</b> guidance on statutory information required on the academy website.	<b>To monitor</b> the academy website in line with the MAT guidance, at least annually.	<b>To update</b> the academy website in line with the MAT guidance, at least annually.

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<b>STRATEGIC</b>	S.9 <b>Arrangements to Provide External Support</b>		<p><b>To approve</b> proposals for staff to enter in to agreements to provide external support for more than one day</p> <p><b>To decide</b> on the arrangements for any remuneration which may be paid as a result of agreements to provide external support.</p>	<p><b>To consider</b> opportunities and benefits of staff providing support to other academies, schools or organisations.</p> <p><b>To approve</b> arrangements to provide ad hoc external support and <b>to notify</b> the MAT of the agreement</p> <p><b>To recommend</b> a proposal to the MAT to enter into an agreement to support other academies, schools or organisations for more than one day</p>	<p><b>To consider</b> opportunities and benefits of staff providing support to other academies, schools or organisations.</p> <p><b>To recommend</b> a proposal to the Local Governing Body and MAT for consideration.</p>
	S.10 <b>Collaborations and Partnering Agreements</b>		<p><b>To approve</b> collaboration and/or partnership agreements in line with the ethos and priorities of the Trust</p>	<p><b>To recommend</b> opportunities for collaborations or partnerships to the MAT</p>	<p><b>To consider</b> opportunities for collaborations or partnerships and make recommendation to the Local Governing Body and the MAT</p>
	S.11 <b>Exclusions</b>	<b>To monitor</b> pupil exclusions	<p><b>To support</b> the academy in the management of excluded pupils and report on pupil exclusions to the Board.</p> <p><b>To provide</b> access to a suitably qualified Independent Review panel where required.</p>	<p><b>To manage</b> pupil discipline hearings, with the support of the MAT where required</p> <p><b>To report</b> on pupil exclusions to the MAT at least termly</p>	<p><b>To notify</b> the MAT and the Local Governing Body if a pupil is excluded from the academy (permanent or fixed term exclusions)</p>

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<b>STRATEGIC</b>	S.12 <b>External Consultant Appointments</b>		<b>To approve</b> recommendations to appoint external consultants in line with the ethos and priorities of the Trust	<b>To recommend</b> to the MAT the appointment of an external consultant e.g. school effectiveness, finance or governance where the spend is over the value of £1,000 in any academic year.	<b>To consider</b> opportunities for working with external consultants e.g. school effectiveness, finance or governance  <b>To recommend</b> the appointment of an external consultant where the spend is over the value of £1,000 in any academy year
	S.13 <b>Health and Safety</b>	<b>To determine</b> the MAT Health and Safety Standards and Statement of Intent  <b>To review</b> Health and Safety across the Trust	<b>To support</b> the academy in fulfilling its Health and Safety duties  <b>To monitor</b> Health and Safety across the Trust and report regularly on Health and Safety to the MAT Board	<b>To perform</b> regular Health and Safety monitoring visits, including visits supported by a competent Health and Safety advisor, and to act on any issues raised or advice given.  <b>To report</b> to the MAT on Health and Safety within the academy, including any concerns relating to Health and Safety and <b>to act</b> on any instructions from the MAT Health and Safety Advisor, the HSE or any regulatory bodies.	<b>To comply with</b> all current Health and Safety guidance and regulations, including the MAT Health and Safety standards  <b>To appoint</b> a competent person to provide Health and Safety advice and management at the academy in line with the MAT Health and Safety standards.
	S.14 <b>Legal Claims</b>	<b>To determine</b> course of action regarding claims that may affect the reputation of the Trust or the Academy.	<b>To notify</b> the Chairman of the Board of any actual or potential claim or proceeding affecting the Academy as soon as becoming aware of them.	<b>To notify</b> the MAT of any actual or potential claim or proceeding affecting the Academy as soon as becoming aware of them and to act on any instructions received from the MAT. <b>NB Academies should not appoint their own legal advisors without prior written consent from the MAT.</b>	<b>To notify</b> the MAT and Chair of Governors of any actual or potential claim or proceeding affecting the Academy as soon as becoming aware of them and to act on any instructions received from the MAT. <b>NB Academies should not appoint their own legal advisors or seek their own legal advice without prior written consent from the MAT.</b>

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<b>STRATEGIC</b>	S.15	<b>Other Major Strategic Decisions</b>	<b>To approve</b> proposals received of a major strategic nature.	<b>To consider</b> any proposal of a major strategic nature and make recommendations to the MAT Board or relevant sub committee of the Board where appropriate	<b>To recommend</b> proposals of a major strategic nature to the MAT	<b>To consider</b> and make recommendation on proposals of a strategic nature to the Local Governing Body and the MAT
	S.16	<b>Policies</b>	<b>To determine</b> all MAT policies	<b>To recommend</b> MAT policies, procedures and statements of intent, including statutory policies, to the MAT Board	<b>To develop and implement</b> academy specific policies in accordance with the list of policies provided by the MAT. <b>To adopt and implement</b> all policies provided by the MAT	<b>To implement</b> policies, procedures and statements of intent, including statutory policies, MAT policies and academy specific policies
	S.17	<b>Risk Management</b>	<b>To review</b> the MAT and Academy risk registers at least annually, taking action where necessary	<b>To prepare</b> and review the MAT risk register, taking action where necessary to mitigate risk, at least annually <b>To review</b> the Academy risk registers at least annually, taking action where necessary	<b>To prepare and review</b> the Academy risk register, taking action where necessary to mitigate risk, at least annually in conjunction with the Headteacher <b>To submit</b> the completed Risk Register to the MAT at least annually	<b>To prepare and review</b> the Academy risk register, taking action where necessary to mitigate risk, at least annually in conjunction with the Local Governing Body
	S.18	<b>Safeguarding</b>	<b>To determine</b> safeguarding policies and procedures across the Trust. <b>To review</b> the effectiveness of safeguarding policies and procedures across the Trust	<b>To recommend</b> safeguarding policies and procedures across the Trust <b>To monitor</b> safeguarding procedures across the Trust <b>To notify</b> the Chairman of the Board immediately if informed of any safeguarding issues or concerns relating to the conduct of staff or where the Headteacher feels there is a significant risk to a child.	<b>To monitor</b> safeguarding procedures within the academy ensuring practice follows policy in accordance with MAT, local and national guidance <b>To notify</b> the MAT immediately when informed of any safeguarding issues or concerns relating to the Headteacher, member of staff or where Governors or staff feel there is significant risk to a child	<b>To deliver</b> effective safeguarding procedures within the academy in accordance with MAT, local and national guidance <b>To notify</b> the MAT and Chair of Governors immediately when informed of any safeguarding issues or concerns relating to the conduct of staff or where the Headteacher feels there is a significant risk to a child

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<b>FINANCIAL MANAGEMENT</b>	S.19	<b>Budget Setting</b>	<b>To approve</b> the academy budgets annually	<p><b>To support</b> the preparation of annual academy budgets</p> <p><b>To recommend</b> annual academy budgets for approval by the MAT Board.</p> <p><b>To submit</b> approved budgets to the EFA</p>	<p><b>To review</b> the academy budget, ensuring it is in line with academy priorities</p> <p><b>To recommend</b> the annual budget to the MAT for presentation to the MAT Board.</p>	<b>To prepare</b> the academy budget in consultation with the Local Governing Body, Business Manager, Headteacher and MAT in preparation for presentation to the Local Governing Body
	S.20	<b>Budget Monitoring</b>	<b>To review</b> spend throughout the year	<p><b>To review</b> the academy budget throughout the year.</p> <p><b>To report</b> on academy budgets to the MAT Board</p>	<b>To monitor</b> spend against the budget at least termly and to notify the MAT of significant variances.	<p><b>To monitor</b> spend against budget on a regular basis</p> <p><b>To report</b> on spend against the budget at least termly to the Local Governing Body and to notify the MAT and Local Governing Body of significant variances.</p>
	S.21	<b>Capital Expenditure (Devolved Formula Capital)</b>			<b>To approve</b> devolved formula capital spend in line with the academy budget and priorities, and in accordance with the Financial Scheme of Delegation	<b>To recommend</b> devolved formula capital spend to the Local Governing Body in line with academy priorities
	S.22	<b>Capital Expenditure (Formulaic Capital Allocation)</b>	<b>To approve</b> annual capital maintenance spend	<b>To recommend</b> a capital maintenance programme for the Trust to the Resources Committee	<b>To recommend</b> a rolling programme of premises maintenance and capital projects to the MAT	<b>To prepare</b> a rolling programme of premises maintenance and capital projects in conjunction with Local Governing Body
	S.23	<b>Financial Benchmarking and Best Value</b>	<b>To review</b> spend across the Trust and ensure best value for money has been achieved	<b>To monitor</b> spend and ensure best value for money has been achieved across the Trust	<b>To review</b> benchmarking reports and ensure value for money is achieved	<b>To undertake</b> benchmarking exercises on an annual basis and ensure value for money is achieved
	S.24	<b>Financial Compliance</b>	<b>To review</b> compliance with the Academies Financial Handbook across the Trust	<b>To ensure</b> compliance at both MAT and Academy level with the Academies Financial Handbook	<b>To comply</b> with the requirements of the Academies Financial Handbook	<b>To comply</b> with the requirements of the Academies Financial Handbook

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<b>FINANCIAL MANAGEMENT</b>	S.25	<b>Financial Control</b>	<b>To review</b> financial controls and ensure probity and good financial management across the Trust	<b>To ensure</b> probity and good financial management at both MAT and Academy level.	<b>To comply</b> with the MAT Financial Scheme of Delegation, ensuring probity and good financial management within the Academy	<b>To comply</b> with the MAT Financial Scheme of Delegation, ensuring probity and good financial management within the Academy
	S.26	<b>Operating Leases, Services and other Agreements</b> <i>(Finance leases and leasehold or tenancy agreements require EFA approval)</i>	<b>To enter into</b> standing order, contract, hire-purchase, leasing service agreements on behalf of the Trust where required	<b>To recommend</b> standing order, contract, hire-purchase, leasing, service or similar agreement to the MAT Board where required	<b>To review</b> recommendations by the Headteacher to enter into a standing order, contract, leasing, hire purchase, services or similar agreement and notify the MAT <b>NB. It is a requirement that leases should be signed by a Director of the Trust.</b>	<b>To notify</b> the MAT and Local Governing Body of the Academy's intention to enter into any standing order, contract, leasing, hire purchase, services or similar agreement and to take such action as the MAT may reasonably require in connection with the entering into, variation or termination of any such agreement. <b>NB. It is a requirement that leases should be signed by a Director of the Trust.</b>
	S.27	<b>Negotiation and Renegotiation of Contracts</b>	<b>To approve</b> contracts over the value of £25,000	<b>To support</b> the Headteacher to finalise the terms of any significant contracts that may have a material impact on the Academy or the wider MAT family  <b>To approve</b> the contracts under the value of £25,000	<b>To recommend</b> any external contracts to the MAT and to take such action as the MAT may reasonably require in connection with the negotiations or renegotiations	<b>To notify</b> the MAT and the Local Governing Body of the Academy's intention to negotiate or renegotiate any external contracts and to take such action as the MAT may reasonably require in connection with the negotiations or renegotiations
	S.28	<b>Notification of fraud or theft</b>	<b>To notify</b> the EFA of instances of fraud or theft over the value of £5,000 whether by employees, trustees or third parties; or where fraud is unusual or systematic in nature	<b>To notify</b> the MAT Board of instances of fraud or theft over the value of £5,000 whether by employees, trustees or third parties; or where fraud is unusual or systematic in nature	<b>To notify</b> the MAT of instances of fraud or theft over the value of £5,000 whether by employees, trustees or third parties; or where fraud is unusual or systematic in nature	<b>To notify</b> the MAT and local governing body of instances of fraud or theft over the value of £5,000 whether by employees, trustees or third parties; or where fraud is unusual or systematic in nature



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<b>HUMAN RESOURCES</b>	S.29	<b>Continuous Professional Development</b>	<b>To receive</b> reports on the impact of continuous professional development at the academies	<b>To review</b> the spend on continuous professional development and its impact on raising pupils achievement across the Trust	<b>To monitor</b> the spend on continuous professional development and its impact on raising pupils achievement	<b>To manage</b> the Academy's budget for continuous professional development in accordance with the agreed Academy Improvement Plan
	S.30	<b>Disciplinary and dismissals</b>	<b>To receive</b> reports on disciplinary and/or dismissal hearings across the Trust	<b>To manage</b> disciplinary and dismissal procedures, in conjunction with the Headteacher <b>To hold</b> appeals following disciplinary and/or dismissal procedures, where required	<b>To review</b> disciplinary proceedings and dismissal hearing reports from the Headteacher	<b>To notify</b> the Head of HR and Chair of Governors of any circumstances which may lead to disciplinary procedures <b>To implement</b> MAT discipline and grievance policies and procedures with the support of the MAT
	S.31	<b>Disciplinary and dismissals - Senior leadership</b>	<b>To hold</b> appeals following disciplinary and/or dismissal procedures, where required in relation to Headteachers or Executive Headteachers	<b>To manage</b> disciplinary and dismissal procedures in relation to Headteachers and Executive Headteachers	<b>To notify</b> the Head of HR of any circumstances which may lead to disciplinary procedures relating to the Headteacher or Executive Headteacher and to provide support and assistance where required	<b>To notify</b> the Head of HR of any circumstances which may lead to disciplinary procedures of a member of the senior leadership team.
	S.32	<b>Pay</b>	<b>To determine</b> a MAT pay policy	<b>To recommend</b> a MAT pay policy for approval by the MAT Board	<b>To implement</b> the MAT Pay Policy.	<b>To implement</b> the MAT Pay Policy.
	S.33	<b>Non contractual payments / Honorariums (excluding dismissal and early retirement)</b>		<b>To approve</b> non contractual / honorarium payments	<b>To recommend</b> non contractual and honorariums payments to the MAT.	<b>To notify</b> the MAT as soon as becoming aware that any non contractual payments may be under discussion including honorariums

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<b>HUMAN RESOURCES</b>	S.34	Performance Management	<p><b>To determine</b> the staff performance management process within the Trust</p> <p><b>To review</b> outcomes of the staff performance review process</p>	<p><b>To review and report</b> to the Board annually on the staff performance arrangements and outcomes</p> <p><b>To hold</b> any appeals following the performance review process, if required</p>	<p><b>To monitor</b> the staff performance review process and outcomes in autumn term</p>	<p><b>To implement</b> the staff performance management process and inform MAT and LGB of the outcomes of the process</p>
	S.35	Performance Management - Executive Headteacher / Headteacher	<p><b>To review</b> the outcomes of Headteacher's performance review process</p> <p><b>To hold</b> any appeals in respect of a Headteacher's performance management process</p>	<p><b>To engage</b> a professional advisor for the Headteacher's performance management process</p> <p><b>To lead</b> the Headteacher / Executive Headteacher performance management process</p> <p><b>To review</b> and report to the MAT Board on the annual Headteacher's performance management process and outcomes</p>	<p><b>To provide</b> representation for the Headteacher / Executive Headteacher performance management panel</p>	
	S.36	Negotiations with Trade Unions		<p><b>To negotiate</b> with national Trade Unions representatives through a Joint Consultative Committee.</p> <p><b>To provide</b> advice and guidance on the implementation of agreements reached with the Joint Consultative Committee</p>	<p><b>To implement</b> advice and guidance from the MAT on agreements with Trade Unions.</p>	<p><b>To implement</b> advice and guidance from the MAT on agreements with Trade Unions.</p>

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<b>HUMAN RESOURCES</b>	S.37	<b>Recruitment</b>		<p><b>To approve</b> the recruitment process for staff</p> <p><b>To approve</b> recruitment requests, ensuring appointments are in line with budgetary constraints</p> <p><b>To lead</b> the recruitment of members of the senior leadership team, unless delegated to the Headteacher</p> <p><b>To provide</b> staffing contracts and variations to contracts information to new starters</p>	<p><b>To support</b> the recruitment of staff by providing representation on recruitment panels where agreed with the Headteacher</p>	<p><b>To notify</b> the Head of HR of any recruitment requirements via the Recruitment Requisition Form.</p> <p><b>To lead</b> the process for filling staffing vacancies up to senior leadership team appointments, in line with MAT recruitment procedures</p>
	S.38	<b>Recruitment - Headteacher / Executive Headteacher</b>	<p><b>To approve</b> the appointment of Headteacher / Executive Headteacher</p>	<p><b>To lead</b> the process for filling Headteacher's / Executive Headteacher vacancies. (Panel to include Board, MAT and LGB representation)</p> <p><b>To recommend</b> the appointment to the MAT Board</p>	<p><b>To provide</b> representation on the Headteacher /Executive Headteacher recruitment panel</p> <p><b>To recommend</b> the appointment to the MAT Board</p>	
	S.39	<b>Terms and Conditions of Employment</b>	<p><b>To determine</b> any changes to the terms and conditions of employment of Academy staff (teaching and non-teaching)</p>	<p><b>To recommend</b> proposed changes to the terms and conditions of employment for staff , in consultation with the Local Governing Body</p>	<p><b>To consult</b> with MAT and/or staff in connection to proposed changes to the terms and conditions of employment</p>	<p><b>To implement</b> terms and conditions of employment</p>

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<b>HUMAN RESOURCES</b>	S.40 <b>Staff Complement</b>	<b>To receive</b> reports on staffing costs and structures at the academies	<b>To report</b> to the MAT Board on staffing costs and structures at the academies	<b>To determine</b> the staff complement in line with budgetary constraints	<b>To recommend</b> the staff complement to the Local Governing Body, in line with budgetary constraints and in consultation with the MAT
	S.41 <b>Redundancies / Organisational Changes</b>	<b>To determine</b> proposals for a organisational changes or redundancies whilst considering any representation made by the MAT, Headteacher and Local Governing Body.	<b>To recommend</b> proposals for a organisational changes or redundancies to the MAT Board, in consultation with the Local Governing Body	<b>To recommend</b> organisational changes to the MAT in consultation with the Headteacher	<b>To notify</b> the MAT as soon as becoming aware that one or more redundancies or a staffing restructure may be necessary.
	S.42 <b>Compensation, severance and early retirement payments</b> <i>(EFA approval is required for ex gratia payments)</i>		<b>To recommend</b> compensation, severance or early retirement payments to the MAT Board	<b>To notify</b> the MAT as soon as becoming aware that any compensation, severance or early retirement payments may be payable	<b>To notify</b> the MAT and Local Governing Body as soon as becoming aware that any compensation, severance or early retirement payments may be payable
<b>ACADEMY PERFORMANCE</b>	S.43 <b>Academy Improvement Plan (AIP)</b>	<b>To approve</b> the Academy Improvements Plans, ensuring they reflect the priorities of the academies, annually  <b>To monitor</b> progress of the academies against agreed performance targets and progress against the improvement plan	<b>To recommend</b> the Academy Improvement Plan to the MAT Board  <b>To monitor</b> progress against the Academy Improvement Plan and its impact on improving pupil outcomes, at least termly, through rigorous evidenced based monitoring and evaluation.	<b>To recommend</b> the Academy Improvement Plan to the MAT  <b>To monitor</b> progress against the Academy Improvement Plan and its impact on improving pupil outcomes, at least termly, through rigorous evidenced based monitoring and evaluation.	<b>To develop</b> an Academy Improvement Plan (AIP) in conjunction with the School Improvement Partner and the Local Governing Body, reflecting the priorities of the academy.  <b>To ensure</b> the Academy Improvement Plan is shared with all staff and governors at least annually  <b>To monitor</b> progress against the Academy Improvement Plan and the impact of the plan regularly

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<b>ACADEMY PERFORMANCE</b>	S.44	<b>Academy Self Evaluation</b>	<b>To monitor</b> the Self Evaluation process and outcomes in the academies	<b>To receive</b> copies of the Academy Self Evaluation Forms and share these with the Academy Effectiveness Committee.	<b>To agree</b> the Academy Self Evaluation Form annually in conjunction with advice from the Diocesan School Improvement Partner  <b>To monitor</b> the academy's strengths and weaknesses termly	<b>To implement</b> a rigorous self evaluation process, evidenced by robust systems of monitoring, evaluation and validation of external data in conjunction with the Local Governing Body and the Diocesan School Improvement Partner
	S.45	<b>Disadvantaged Pupils</b>	<b>To receive</b> reports on the progress of groups of pupils, including disadvantaged pupils and the use of additional funding.  <b>To provide</b> robust challenging and monitoring to the MAT and the academies.  <b>To direct</b> the MAT and/or academies to take action where concerns are raised over the progress of disadvantaged pupils	<b>To receive</b> reports from the Headteacher on the amount of pupil premium funding received, the use of the funding and the impact it has on the progress of eligible pupils  <b>To monitor</b> progress of groups of pupils, including disadvantaged pupils and provide robust challenging and monitoring to the academies.	<b>To monitor</b> the progress of groups of pupils, including disadvantaged pupils and the impact of additional funding such as pupil premium or catch up funding received and challenge under performance, if necessary.	<b>To monitor and report</b> on the progress of groups of pupils, including disadvantaged pupils and the impact of additional funding such as pupil premium or catch up funding received.
	S.46	<b>Improving outcomes for pupils</b>	<b>To receive</b> updates on progress against the academy improvement plans and provide robust challenge, monitoring and support to the MAT and the academies to ensure the best outcome for pupils.  <b>To direct</b> the MAT and/or academies to take action where concerns are raised over the outcomes for pupils, including establishing an Intervention Group to provide additional leadership and guidance	<b>To provide</b> a dedicated School Improvement Partner who will support each academy, focusing on priorities for improvement and improving pupil outcomes.  <b>To provide</b> an annual review of academy effectiveness to benchmark progress and share the reports with the academy and the MAT Board  <b>To monitor</b> robustly the outcomes for all pupils across the Trust continuously, providing support and challenging underperformance where identified	<b>To monitor</b> robustly the outcomes for all pupils at the academy throughout the term and challenge underperformance if necessary	<b>To engage</b> in the work of the School Improvement Partner and other advisors to raise achievement for all pupils  <b>To provide</b> regular monitoring and robust challenge for pupil progress