

# **VENTRUS (the Trust)**

## **SCHEME OF DELEGATION**

The Board of Directors has overall legal responsibility for the operation of the Trust and the Schools within it. It is legally responsible and accountable to the DfE and has to operate and comply with the provisions set out in its constitutional documents and all relevant legislation including the Articles of Association of the Trust, the Master Funding Agreement and the Academies Financial Handbook.

In accordance with the terms of its Articles of Association, the Trust's powers are exercisable by its Directors with the CEO having executive authority in respect of the day-to-day operations. Directors are required under the terms of the Trust's Articles to appoint a Local Governing Body for each School within the Trust and can appoint any other committee provided that at least one member of any such committee is a Director. In accordance with the terms of its constitutional documents and, where applicable, determinations made by the Directors, this Scheme of Delegation sets out in detail those powers which are reserved to the Directors (the Board), the members and the roles undertaken by the CEO, committees, portfolio holders, other groups and local governing bodies.

**Next review date: 1 October 2021**

FUNCTION	TASK <b>KEY:</b> Approve (A) Recommend (R) Develop (D) Monitor & Report (M) Consulted (C) Action ✓ <b>PORTFOLIO &amp; GROUPS:</b> 1. SCHOOL IMPROVEMENT 2. HR 3. PREMISES 4. LGB CHAIRS GROUP	MEMBERS	BOARD OF DIRECTORS	RISK AND AUDIT COMMITTEE	PAY COMMITTEE	DIRECTORS ADMISSIONS COMMITTEE	LGB ADMISSIONS COMMITTEES	LGB	CEO	CFO	EXECUTIVE TEAM	HEADTEACHERS	PORTFOLIO & GROUPS
<b>STRATEGY</b>													
	Overall strategy		A						R		D		4 C
	Admission of new Schools to Trust		A						R		D		
<b>GOVERNANCE</b>													
	Approval of changes to Articles <sup>1</sup>	A	R										
	Appointment of Chair and Vice Chair to Board		A										
	Establishment of committees/portfolios and Chairs		A										
	Changes to Scheme of Delegation		A										
	Terms of reference for committees		A										
	Approval of terms of reference for LGBs		A										
	Appoint and remove Chairs of LGBs		A					R					
	Organise calendar of Board and LGB meetings		A					C	R		C		
	Appoint and remove Directors	A	R										
	Appoint and remove Company Secretary		A						R				
	Appoint and remove Clerks to LGBs								✓				
	Appoint Board Advisors		A										
	Maintenance of Register of Interests		A				✓	M	M				
	Approval of Trust policies not referenced under other sections		A					R		D	D		

FUNCTION	TASK <b>KEY:</b> Approve (A) Recommend (R) Develop (D) Monitor & Report (M) Consulted (C) Action ✓  <b>PORTFOLIO &amp; GROUPS:</b> 1. SCHOOL IMPROVEMENT 2. HR 3. PREMISES 4. LGB CHAIRS GROUP	MEMBERS	BOARD OF DIRECTORS	RISK AND AUDIT COMMITTEE	PAY COMMITTEE	DIRECTORS ADMISSIONS COMMITTEE	LGB ADMISSIONS COMMITTEES	LGB	CEO	CFO	EXECUTIVE TEAM	HEADTEACHERS	PORTFOLIO & GROUPS
<b>STATUTORY REPORTING</b>													
	Trust Annual Accounts	A	A	R						D			
	Response to Auditors' Management Letter			A/D					D	D			
	Appointment/Removal of auditors	A	R	D									
	Budget Forecast Return		A	R						D			
	Other Accounting Returns							A	A				
<b>SYSTEMS OF INTERNAL FINANCIAL CONTROL</b>													
	Internal financial control procedures			A				R	D/M/✓				
	Financial regulations and associated policies		A	R				✓	D/✓				
	Appointment of Internal Auditors			A					D				
<b>BUDGET AND MANANGEMENT REPORTING</b>													
	Trust Budget – 1 Year Plan		A	R				R	D				
	Trust Budget – 3 Year Plan		A	R				R	D				
	Trust Budget – Current Year			M					M				
	Budget Virements – Current Year (above £30,000)			A					R				
	School Budget – Current Year						M				M		
	Trust Monthly Management Accounts		M	M					✓				

FUNCTION	TASK <b>KEY:</b> Approve (A) Recommend (R) Develop (D) Monitor & Report (M) Consulted (C) Action ✓  <b>PORTFOLIO &amp; GROUPS:</b> 1. SCHOOL IMPROVEMENT 2. HR 3. PREMISES 4. LGB CHAIRS GROUP	MEMBERS	BOARD OF DIRECTORS	RISK AND AUDIT COMMITTEE	PAY COMMITTEE	DIRECTORS ADMISSIONS COMMITTEE	LGB ADMISSIONS COMMITTEES	LGB	CEO	CFO	EXECUTIVE TEAM	HEADTEACHERS	PORTFOLIO & GROUPS
<b>PURCHASING AND PROCUREMENT<sup>ii</sup></b>													
	Enter into contracts above £30,000 (Chair)		A	A					R	R			
	Enter into contracts between £5,001 and £30,000								A	R			
	Enter into contracts up to £5,000											A	
<b>BANKING AUTHORITY AND CASH MANAGEMENT</b>													
	Borrowing <sup>iii</sup>		A	R						D			
	Investment <sup>iv</sup>		A	R						✓			
	Open new bank accounts		A							✓			
<b>TRANSACTION PROCESSING</b>													
	Purchasing									A			
	Income									A			
	Control Account Reconciliation									A			
	Write-off bad debts up to £100									A		A	
	Write-off bad debts over £100 <sup>v</sup>							A	R				
<b>FIXED ASSETS</b>													
	Asset Register									A			
	Addition and disposal of assets <sup>vi</sup>									A			

FUNCTION	TASK <b>KEY:</b> Approve (A) Recommend (R) Develop (D) Monitor & Report (M) Consulted (C) Action ✓  <b>PORTFOLIO &amp; GROUPS:</b> 1. SCHOOL IMPROVEMENT 2. HR 3. PREMISES 4. LGB CHAIRS GROUP	MEMBERS	BOARD OF DIRECTORS	RISK AND AUDIT COMMITTEE	PAY COMMITTEE	DIRECTORS ADMISSIONS COMMITTEE	LGB ADMISSIONS COMMITTEES	LGB	CEO	CFO	EXECUTIVE TEAM	HEADTEACHERS	PORTFOLIO & GROUPS
<b>STAFF &amp; PAY</b>													
	Appoint/performance review/dismiss CEO		✓										
	Appoint/performance review staff on leadership scales							C			✓		
	Appoint/performance review Executive Team		C					✓		C	C		
	Approve staff HR and disciplinary policies		A								R		C 2
	Approve appraisal policies		A								R		C 2
	Monitor appraisal process				✓						✓		
	Approve Pay Policy				A						D		
	Teaching and support staff appointments							C			C	✓	
	Suspension/Return of CEO		✓										
	Suspension/Return of Executive member of Executive Team								✓				
	Suspension/Return of staff on leadership scales										✓		
	Approve Trust Executive Staffing structure		A						R		C		
	School Staffing structure changes outside budget										A	R	
	School Staffing structure changes within budget										C	✓	
<b>PERFORMANCE &amp; CURRICULUM</b>													
	Pupil Achievement		M					M			M	✓	M 1
	School Improvement Plan							M			A	✓	

FUNCTION	TASK <b>KEY:</b> Approve (A) Recommend (R) Develop (D) Monitor & Report (M) Consulted (C) Action ✓  <b>PORTFOLIO &amp; GROUPS:</b> 1. SCHOOL IMPROVEMENT 2. HR 3. PREMISES 4. LGB CHAIRS GROUP	MEMBERS	BOARD OF DIRECTORS	RISK AND AUDIT COMMITTEE	PAY COMMITTEE	DIRECTORS ADMISSIONS COMMITTEE	LGB ADMISSIONS COMMITTEES	LGB	CEO	CFO	EXECUTIVE TEAM	HEADTEACHERS	PORTFOLIO & GROUPS
	Review progress against School Improvement Plan							M			M	✓	
	School SEF Evaluation		M					C			A	✓	M 1
	School Curriculum Design							M			A	R	
	Trust Curriculum Design		A								R		
	Curriculum Delivery							M			M	✓	
	Sex Education and Relationships Policy							A			M	D	
	Collective Worship Policy							A			M	D	
	Home School Agreements							A			M	D	
	Special Educational Needs and Disability Policy		A					M			R		
	Development and enhancement of Christian distinctiveness/SIAMS		M					D				✓	R 4
<b>ADMISSIONS</b>													
	Agree Admissions arrangements (policies) in consultation with LGBs DCC and Diocese where applicable		A					C	R		C	C	
	Determine and publish admissions arrangements/policies		A					C	R		C	C	
	Allocation of in year places under PAN						A					R	
	Admittance over PAN <sup>vii</sup> /refusal of place					A			R				
<b>PUPIL DISCIPLINE</b>													
	School Behaviour policies							A			M	✓	
	Exclusions Policy		A					M			R	D	

FUNCTION	TASK <b>KEY:</b> Approve (A) Recommend (R) Develop (D) Monitor & Report (M) Consulted (C) Action ✓  <b>PORTFOLIO &amp; GROUPS:</b> 1. SCHOOL IMPROVEMENT 2. HR 3. PREMISES 4. LGB CHAIRS GROUP	MEMBERS	BOARD OF DIRECTORS	RISK AND AUDIT COMMITTEE	PAY COMMITTEE	DIRECTORS ADMISSIONS COMMITTEE	LGB ADMISSIONS COMMITTEES	LGB	CEO	CFO	EXECUTIVE TEAM	HEADTEACHERS	PORTFOLIO & GROUPS
<b>SCHOOL ORGANISATION</b>													
	School times of day and term dates		A					C			R	D	
	Change of School Age Range <sup>viii</sup>		A					C	R		D	C	
<b>HEALTH &amp; SAFETY</b>													
	Health & Safety Policy		A					M			M	✓	
	Report on Risks to Board							✓					
	School Critical Incident Plan							A			R	D	
	Trust Critical Incident Plan		A	R					D				
<b>PREMISES &amp; INSURANCE</b>													
	Statutory compliance testing							M			M	✓	
	Fire risk assessment and Asbestos risk assessment							M			M	✓	
	General monitoring and action plans in relation to safety of sites including buildings conditions							M			M	✓	
	Premises related policies		A								R		C3
	Trust Premises & Capital Strategies		A					C			R	C	C3
	Directors' Indemnity Insurance								✓				
<b>SAFEGUARDING</b>													
	Ensure suitable Safeguarding Policy and associated procedures are in place in all Schools		A								M	✓	
	Monitor the effectiveness of the Safeguarding Policy							M			✓		

FUNCTION	TASK <b>KEY:</b> Approve (A) Recommend (R) Develop (D) Monitor & Report (M) Consulted (C) Action ✓  <b>PORTFOLIO &amp; GROUPS:</b> 1. SCHOOL IMPROVEMENT 2. HR 3. PREMISES 4. LGB CHAIRS GROUP	MEMBERS	BOARD OF DIRECTORS	RISK AND AUDIT COMMITTEE	PAY COMMITTEE	DIRECTORS ADMISSIONS COMMITTEE	LGB ADMISSIONS COMMITTEES	LGB	CEO	CFO	EXECUTIVE TEAM	HEADTEACHERS	PORTFOLIO & GROUPS
	Receive an Annual Report on the Schools' Safeguarding Policy and procedures							✓					
	Ensure annual safeguarding audits take place and are appropriately reported to the Board		A					C			M	✓	
	Report on E-Safety and School website compliance							M			✓		
	Ensure suitable Whistleblowing Policy and associated procedures are in place in all Schools		A								M	✓	

<sup>i</sup> Written consent of DfE required (clause 16 (a) Funding Agreement. Written consent of Foundation Member, Trustees and Diocesan Board of Education required (Articles – 10)

<sup>ii</sup> ESFA prior approval required for ex-gratia payments and for severance and compensation payments beyond specified limits

<sup>iii</sup> ESFA prior approval required

<sup>iv</sup> ESFA prior approval required in certain circumstances

<sup>v</sup> ESFA prior approval required in certain circumstances

<sup>vi</sup> ESFA prior written approval required for specified acquisitions and disposals beyond specified limits

<sup>vii</sup> This is not applicable for Fair Access Requests

<sup>viii</sup> DfE approval required through Significant Change Process