

Marish Academy Trust Scheme of Leadership Delegation

Approved by the Strategic Board of Trustees in: September 2025



Review cycle: Annual or as required

1. Purpose of the Scheme

This Scheme of Delegation sets out clearly the responsibilities and decision-making powers delegated by the Board of Trustees of **Marish Academy Trust** to its committees: **(Finance Audit and Risk)**, the Chief Executive Officer (CEO), Local Governing Bodies (LGBs), and Headteachers/ Head of Schools.

The Board retains overall responsibility and accountability for all Trust schools and ensures that delegation supports strong governance, effective leadership, and educational improvement.

2. Principles of Delegation

Delegation within the Trust is guided by the following principles:

- Clear accountability and transparency
 - Decisions taken as close as possible to the point of impact
 - Strong oversight and challenge by Trustees
 - Compliance with legal, regulatory, and funding requirements
 - Proportionality based on risk and capacity
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3. Governance Structure

The Trust operates the following governance structure:

- Members
 - Strategic Board of Trustees
 - Strategic Board Committee: *currently only Finance, Audit and Risk Committee, (FAR)*
 - Chief Executive Officer (CEO), *currently also the Executive Headteacher*
 - Local Governing Bodies: currently the LGB is joint for both schools and meets at the same time as the Strategic Board meetings, three times a year, once a term. Parent and staff governors from all three schools are members of the LGB but are invited to attend all strategic board meetings, as this model has evolved as the most effective over time.
 - Headteacher/Head of School
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4. Reserved Matters (Members)

The Members retain responsibility for:

- Appointment and removal of Members
- Appointment and removal of Trustees (in accordance with Articles)
- Amendments to the Articles of Association
- Appointment and removal of the Trust's auditors
- Approval of fundamental changes (e.g. dissolution, merger)

Additionally, the members receive the Trust accounts once a year and keep a watching brief on the strategic direction, vision, values and ethos of the Trust.

5. Strategic Board of Trustees

Key Responsibilities

The Board of Trustees is accountable for:

- Setting the Trust's vision, values, and strategic direction
- Ensuring educational performance and standards
- Financial stewardship and compliance with the Academy Trust Handbook
- Risk management and internal control
- Safeguarding and statutory compliance
- Holding executive leaders to account

Powers Reserved to the Strategic Board

- Approval of Trust-wide policies
- Approval of annual budget and financial statements
- Approval of executive pay and performance
- Approval of capital projects and significant contracts, including CIF bids and contracts
- Establishment and dissolution of committees and LGB

Core Functions

- Supporting and challenging school leadership
 - Monitoring educational standards and outcomes
 - Ensuring safeguarding and pupil wellbeing
 - Acting as a link between school and community
 - Monitoring school improvement plans
 - Input into Executive Headteacher/Headteacher appraisal (as delegated)
 - Local stakeholder engagement
 - Monitoring attendance, behaviour, and safeguarding
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6. Strategic Board Committees

Marish Academy Trust Board may establish committees with delegated authority. Currently, the only committee in existence is the mandatory **Finance Audit and Risk Committee**, which operates under written Terms of Reference.

Finance Audit & Risk Committee

- Budget monitoring and financial reporting
- Premises and estates oversight
- Procurement and contracts within delegated limits
- Risk register oversight and risk management
- Internal scrutiny
- External audit liaison

Committees report to the Strategic Board and do not remove Board accountability.

7. Chief Executive Officer (CEO)

Role

The CEO is the Trust's Accounting Officer and is responsible for the day-to-day executive leadership and management of the Trust. Currently, they are also the Executive Head teacher.

Delegated Responsibilities

- Implementing Board strategy
 - Line management of Headteacher/Heads of School
 - Strategic aspects of Trust-wide operational management
 - Financial management *within approved budgets and the financial scheme of delegation as well liaison with the FAR committee.*
 - Staff appointments and dismissals (within agreed frameworks and liaison with the Strategic Board Trustees especially around senior staff appointments)
 - Health, safety, and safeguarding compliance
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8. Local Governing Bodies (LGBs)

See above for how our LGB operates.

LGBs do **not** employ staff or control budgets unless explicitly delegated.

9. Headteacher/Heads of School

Responsibilities

- Day-to-day leadership and management of the school
- Implementation of Trust policies
- Educational standards and pupil outcomes
- Staff deployment and performance management
- Health, safety, and safeguarding at school level

Financial Authority

- Budget management within delegated limits
 - Authorisation of expenditure in line with Trust financial procedures
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10. Financial Delegation Limits

Detailed financial delegation limits are set out in the Trust's Financial Regulations and Financial Scheme of Delegation, including:

- Authorisation thresholds
 - Procurement requirements
 - Contract approval limits
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11. Review and Monitoring

This Scheme of Delegation is:

- Reviewed annually by the Marish Academy Trust Strategic Board of Trustees
 - Updated in response to changes in law, guidance, or Trust structure
 - Communicated to all relevant stakeholders
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Signed:

Chair of Trustees: V. Turner-Dew

Date: _____ 8th September 2025 _____