



Area of work	Decision	Members	Trust Board	AF&GP Group	Policy Group	CEO	LGB	Academy Principal
People & structures	Appoint or remove Members	✓						
	Appoint or remove Trustees	✓						
	Approve role and job descriptions for Trustees, committee chairs, etc		✓					
	Appoint & remove LGB members		✓			<A	<A	<A
	Appoint & remove LGB chairs & vice chairs		✓			<A	<A	<A
	Appoint & remove Clerks to Trust Board & LGBs		✓			<A		
	Review and approve Articles of Association	✓	<A					
	Agree and review terms of reference for Board committees including LGBs		✓			<A		
	Agree and review Schemes of Delegation for LGBs		✓			<A	<A	
	Carry out skills audit and tailor recruitment of Trustees & local governors		✓				✓	
	Annual self-review of Trust Board and committees		✓					

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People & structures	Review and agree Trust organisational structures		✓			<A		
	Annual self-review of LGBs						✓	<A
	Periodic review of chair's performance		✓				✓	
	Annual review of Trustee or local governor contributions		✓				✓	
	Succession planning		✓			<A>	✓	
	Agree annual schedule of Trust Board work		✓			<A		
	Agree annual schedule of LGB work					A>	✓	<A
Reporting	Ensure Trust & academy websites are compliant re governance information		✓			<A	✓	<A
	Approve and publish Annual Report and Accounts		✓	<A		<A		
	Establish, maintain & publish Register of Interests		✓			<A		
	Provide annual report of Trust performance to Members & publish		✓	<A		<A		

✓ = decision taken here A = will advise / be consulted

Area of work	Decision	Members	Trust Board	AF&GP Group	Policy Group	CEO	LGB	Academy Principal
Strategy	Provide annual report of LGB work to Trust Board						✓	<A
	Approve Trust-wide policies		✓		<A	<A		
	Review and approve Vision & Ethos statement		✓			<A		
	Review Trust Strategic Plan & agree key priorities and KPIs		✓			<A		
	Plan budget for Trust key priorities		✓	<A		<A		
	Approve academy-level procedures					A>	✓	<A
	Determine central spend/top slice/services provided		✓			<A	<A	<A
	Review risk register			✓		<A>	✓	<A
	Engagement with stakeholders		✓			✓	✓	✓
	Review academy-level strategy, key priorities and KPIs					A>	✓	<A
	Plan academy budget for key priorities					A>	A>	✓

Area of work	Decision	Members	Trust Board	AF&GP Group	Policy Group	CEO	LGB	Academy Principal
Strategy	Appoint & dismiss CEO / EPs		✓					
	Appoint & dismiss academy Principals		✓			<A	<A	
	Agree Trust staffing structure		✓			<A		
	Agree academy staffing structure					A>	A>	✓
	Agree Trust-wide HR policies, staff terms & conditions and pay policy		✓			<A	<A	<A
	Managing all HR functions including staff claims & disputes and disciplinary processes					✓	<A	<A
Holding to account	Agree auditing & reporting for matters of compliance (safeguarding, H&S etc)			✓		<A	✓	<A
	Agree reporting arrangements for progress on Trust key priorities		✓			<A	✓	<A
	Undertake performance management of CEO / EPs		✓					
	Undertake performance management of Principals					✓	<A	
	Agree arrangements for Trustee & local governor monitoring		✓			<A>	✓	<A

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Area of work	Decision	Members	Trust Board	AF&GP Group	Policy Group	CEO	LGB	Academy Principal
Holding to account	Review Principal's exclusion decisions in accordance with statutory requirements						✓	
Financial oversight	Appoint CFO and/or COO		✓			<A		
	Establish & review Trust & academy schemes of financial delegation		✓	<A		<A>	✓	<A
	Receive external auditor's report		✓	<A		<A		
	Agree CEO / EP pay		✓	<A				
	Agree Principal / SLT pay		A>	A>		✓		
	Monitor Trust expenditure against budget		✓	<A		<A		
	Monitor academy expenditure against budget			✓		<A>	✓	<A
	Monitor and agree staff appraisals and pay progression		✓			<A		
	Review Trust-wide value for money benchmarking			✓		<A		
	Review academy value for money benchmarking						✓	<A

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Area of work	Decision	Members	Trust Board	AF&GP Group	Policy Group	CEO	LGB	Academy Principal
Financial oversight	Develop Trust-wide procurement strategies and efficiency savings programme			A>		✓		
	Obtain and review all types of insurance across the Trust			A>		✓		