



Scheme of Delegation

Document Control

Document Title	Scheme of Delegation
Author	Executive Leadership Team.
Reviewed By	Trust Board.

Version Control

Version	Date	Amended By	Comments
01-05	July 2019 – Sept. 2023	ELT	Previous approved versions created in collaboration with the Executive Team and the Trust Board.
06	September 2026	Executive Leaders and the Trust Board.	Significantly updated to ensure all aspects covered in line with statutory guidance and recommendations, including from Stone King and the Confederation of School Trusts.

Section	Amendments

Rationale

1. The Fierté Multi Academy Trust (FMAT) is an exempt education charity.
2. The aim of the Fierté Trust is to ‘proudly inspire all to excellence’.
3. Trustees are accountable to external government agencies including the Charity Commission to ensure that all statutory obligations to our pupils and parents are met.
4. This Scheme of Delegation will enable the Trust Board, the Executive Leadership Team, Local Governing Committees, and, Headteachers to make decisions that will meet the needs of pupils and the wider community.
5. We implement the locally agreed Trust admissions arrangements. We are fully inclusive, non-selective and welcome pupils from all socio-economic backgrounds.
6. We work collaboratively with our Trust Academies, schools in the local areas and the wider community.
7. All stakeholders are aware of their own accountabilities with a comprehensive understanding of the systems of control.

Mission, Vision and Values

Our Mission

Proudly inspiring all to excellence

Vision and Values

As a group of schools, we believe passionately in the power of working as one entity; advancing education for the public benefit with a shared moral and legal purpose. We wholeheartedly commit to supporting our local communities to thrive by maximising every opportunity for learning and care and ultimately to achieve our vision:

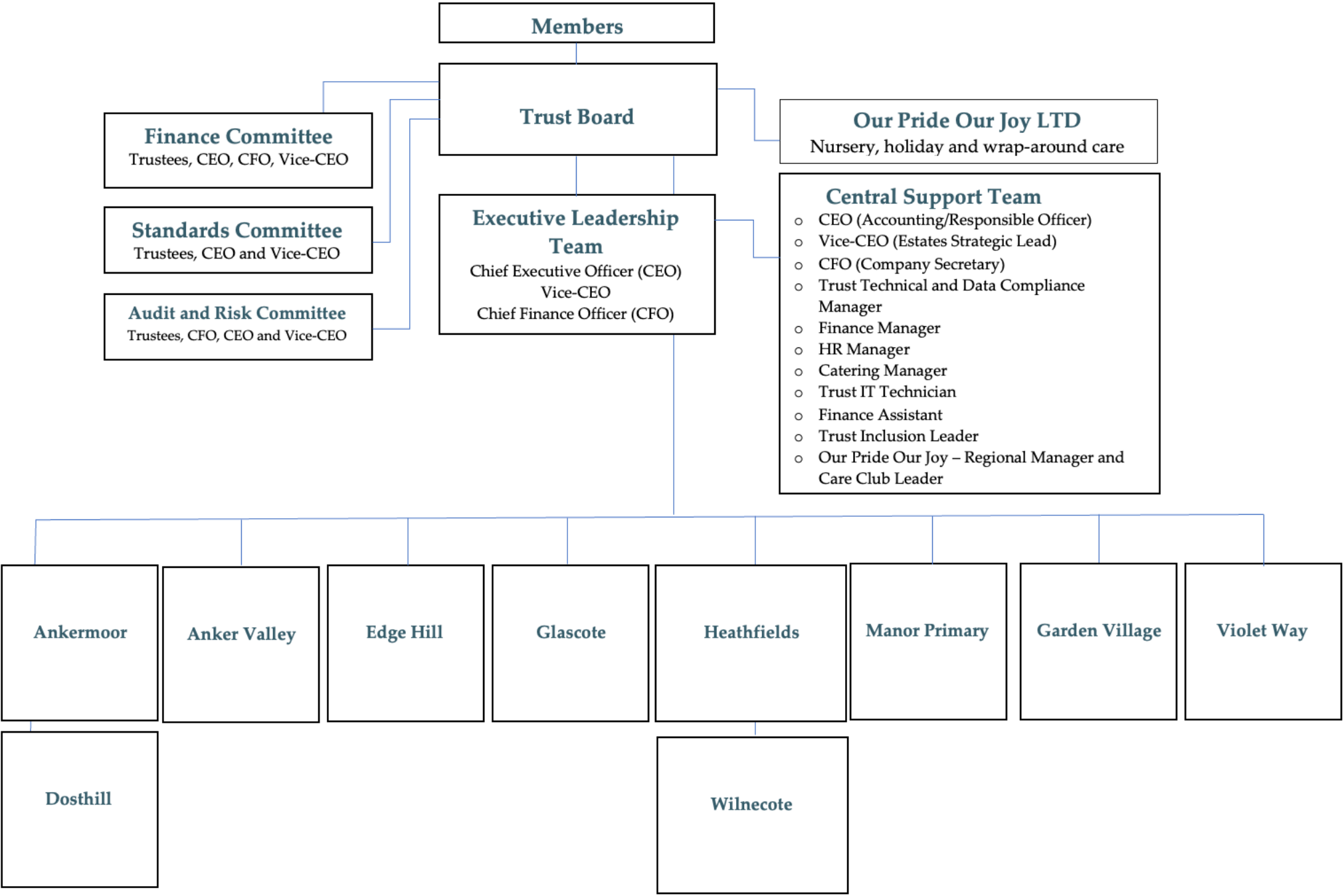
- I. Our people** – investment in our people in all areas and across all stages creating strong Trust people proposition for our children, staff and stakeholders.
- II. Excellence** – we support excellence with a systematic focus on continuous school improvement
- III. Growth and development** – sustainable growth of the Trust, ensuring strong governance, financial and operational infrastructure to support Trust growth with clear and effective communication and engagement across all schools.
- IV. Wellbeing** – we create develop self-belief, mental and physical well-being and aspiration of our children, staff and communities.

Our values are the thread that drive excellence and create the culture in which we can all excel. Our values are:

We are brave; we care; we celebrate individuality and we leave no one behind.

The Fierté Trust Structure

This is a general representation of the current structure. Our Pride, Our Joy, a subsidiary company of the Trust, has its own Directors.



The Fierté Trust Members

The Members are the subscribers to the Trust’s Memorandum of Association. They have an overview of the governance arrangements of the Trust and the power to appoint and remove Trustees. Their objectives include the advance, for the public benefit, of education in the United Kingdom, by establishing, managing and developing schools offering a broad and balanced curriculum.

Fierté Trust Members are:

- **Mr Alistair Campbell**
- **Mr Stuart Prior**
- **Chair of Trust Board** – Mrs Zoe Insley

The Fierté Trust Board (Trustees)

The Trust Board is the legal governing entity of the MAT. The Trust Board retains all strategic, constitutional, fiduciary, employer and statutory responsibilities. Committees, including Risk and Ausit (RAC), Standards (SC) and the Finance Committee (FC) exercise delegated powers and provide specialist scrutiny within approved terms of reference. Committees meet at least termly and make recommendations to the Trust Board as appropriate. Terms of reference for all Committees are reviewed annually; these can be found in the Governance Handbook (which is in the process of being updated).

The Trust Board meet at least termly in line with the requirements set out in the Academy Trust Handbook 2025.

The Trust Board sets out Fierté Multi-Academy group strategy and operational policy in key areas which are then applied within and across all academies through the organisational framework and schemes of delegation to local governance arrangements.

Board members act collectively: with the exception of the CEO and Vice-CEO, they do not have individual executive authority. Each Academy is ultimately governed by the Trust.

The Board of Trustees are:

- Mrs Maria Hamblin CEO
- Mrs Zoe Insley (Chair)
- Mrs Jo Smith (Vice-Chair)
- Mr Tony Hand Vice-CEO
- Mrs Jayne Harris
- Mrs Lisa McIntosh

The Chief Financial Officer and Company Secretary is Mr Andrew Jones.

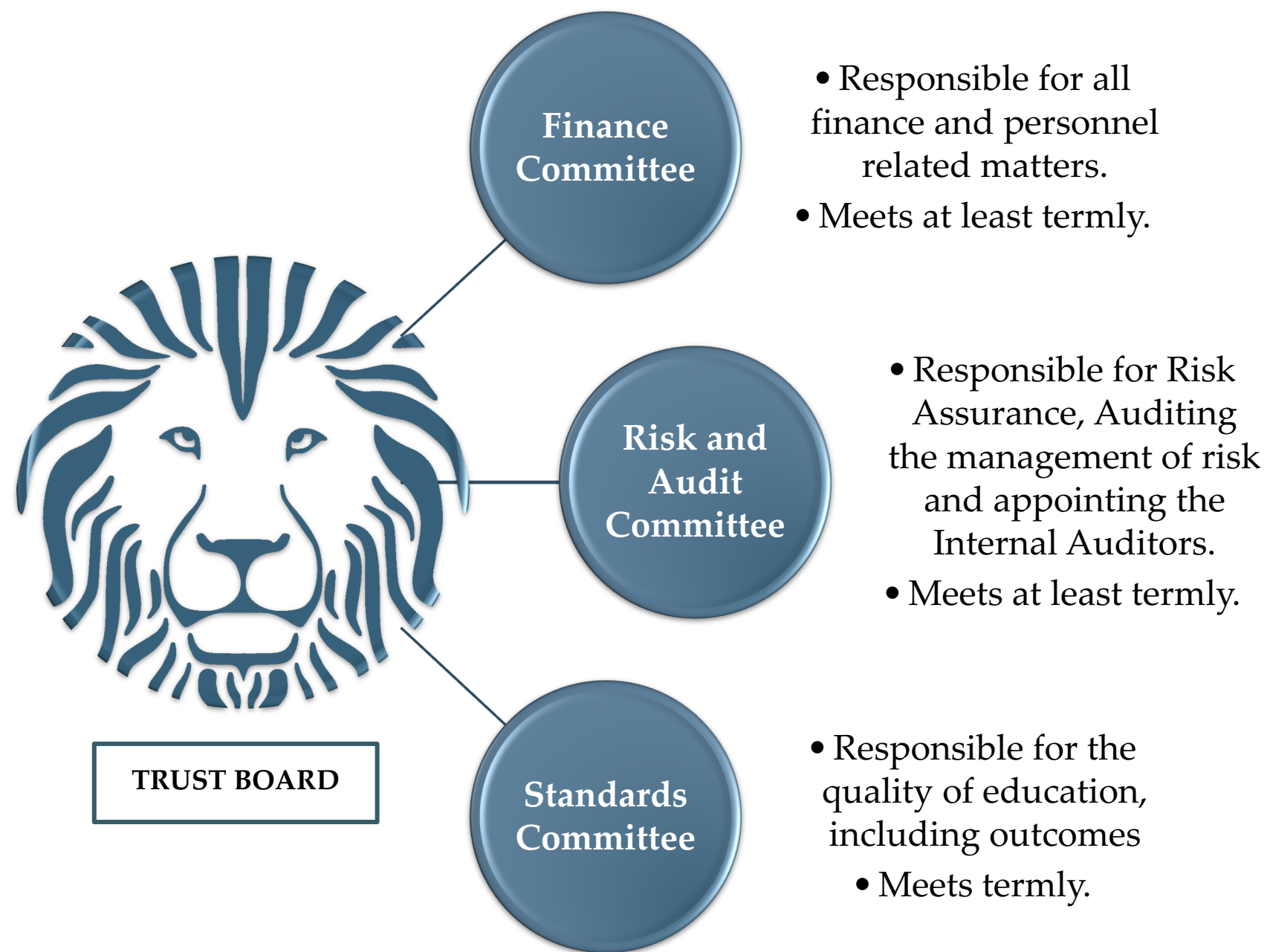
Executive Leadership Team

Chief Executive Officer (CEO)	Mrs Maria Hamblin
Vice- Chief Executive Officer (Vice-CEO)	Mr Tony Hand
Chief Financial Officer (CFO)	Mr Andrew Jones

The CEO and Vice-CEO exercise executive authority for the operation of the Trust and are accountable for implementing Board-approved strategy and ensuring effective organisational performance.

Headteachers are delegated responsibility for the day-to-day leadership of their academies, including staffing, curriculum delivery, safeguarding implementation, budget management and statutory compliance, within the framework of Trust policies and approved budgets.

Local governance arrangements provide assurance, scrutiny, monitoring and stakeholder engagement on behalf of the Trust Board and operate solely within the authority delegated by the Trust.



Local Governing Committees

Academy

Ankermoor Primary Academy
 Anker Valley Primary Academy
 Garden Village Primary Academy
 Dosthill Primary Academy
 Edge Hill Junior Academy and Violet Way Infant Academy
 Glascote Heath Primary Academy
 Heathfields Infant Academy and Wilnecote Junior Academy
 Manor Primary Academy

Chair of Governors

Andrea Free
 Julia Jones
 Matthew Newman
 Jayne Harris
 David Lambourne
 Peter Armitage
 Matthew Fletcher
 Jemma Harris

Each Academy within the Trust either has a Local Governing Committee or a Local Advisory Board (where there is concern over governance) or an Interim Advisory Board (where there is concern over Leadership and Management); these are committees of the Trust Board. Local Governing Committees meet twice termly and follow Trust Agendas set by the Governance Professional in collaboration with the Vice-CEO.

Local Governance Arrangements

Local governance arrangements operate on behalf of the Trust Board and provide:

- Community and stakeholder engagement.
- Monitoring of academy performance.
- Support and challenge to academy leaders.
- Assurance regarding safeguarding, attendance, behaviour and standards.
- Escalation of significant concerns to the Trust Board.

Local governance arrangements do not possess autonomous governance authority separate from that delegated by the Trust Board.

The Local Governing Committee will report to the Trust Board on decisions and will also provide advice or make recommendations to the Board on issues.

The Local Governing Committee plays an important role in the life of each Academy and scrutinises the work of the Senior Leadership Team, monitoring the management and organisation of the Academy and implementing the decisions of the Trust Board. The membership of the Local Governing Board is dependent on the skill set necessary for effective governance. The following points must be applied:

- The members of the Local Governing Committee will be called governors;
- There will be between 5 and 9 governors;
- The Academy Headteacher/Executive Headteacher are members of the Local Governing Committee;
- Academies can choose to have staff members but the total number of staff members cannot exceed one third of the total membership.

Local Advisory Boards

In the case of a Local Advisory Board put in place, the following applies:

- The governors are appointed by the Trust Board in line with the skills required;
- The Academy Headteacher/Executive Headteacher where applicable will be a member of the Local Advisory Board;
- The Local Advisory Board will consider student welfare, site issues and extended school issues as standing agenda items;
- Local Advisory Boards will gain earned autonomy with responsibilities being restored after training, consideration, and reports to the Trust Board.

Interim Advisory Board

An Interim Advisory Board will be appointed by the Trust Board when:

- An Academy is identified as below meeting the expected standard across key areas during an Ofsted Inspection and leadership and management is identified as a significant issue;
- A governance review highlights significant concerns about the efficiency and effectiveness of the Local Governing Committee.

Central Functions

As part of a family of academies, we aim to have the greatest amount of impact with efficacy. Each Academy contributes a set percentage of grant income towards the provision of a range of support functions and services which are available to all academies. The percentage charge and the level and scope of services provided are determined by the Trust Board subject to periodic review. In addition, based on risk and or need, specific charges may be made for additional intervention when curriculum and performance require e.g. long-term or significant deployment of Vice-CEO, leadership support or teachers. The ultimate responsibility for the deployment of support resides with the CEO/Vice CEO. This will be based on identified need. Academy Headteachers/Executive Headteachers should discuss their requirements with the CEO, Vice-CEO or CFO who will then broker that support on their behalf.

Budget Setting
All final Academy budgets must be submitted to the Trust Board for ratification by 30 June each year. Projected outturns are in place by May each year. Budgets are set by the Academy Headteachers and CFO with support from the Central Finance Team and Trust Accountants in consultation with the Local Governing Committee Chair. These are then submitted to the Finance Committee and subsequently, the Trust Board for ratification.

All Academy Headteachers will submit their Academy Improvement Plan (AIP) and Academy Insight for Development (AID) to the CEO and Vice-CEO by the second week in September each year. The monitoring of implementation will be monitored by the Local Governing Committee and reported to the Vice-CEO.

Key to the Scheme of Delegation

Symbol	Definition
A	Approve / Accountable
D	Delegated Authority
R	Review / Recommend / Scrutinise
M	Monitor
I	Informed
RAC	Risk and Audit Committee (Trust Board)
SC	Standards Committee (Trust Board)
FC	Finance Committee

Governance and Strategy

Function	Members	Trust Board	FC	SC	RAC	CEO/VCEO	Headteacher	Local Governance
Articles of Association	A	R	-	-	-	I	-	-
Appointment/Removal of Trustees	A	R	-	-	-	I	-	-
Governance Structure	-	A	I	I	I	R	-	I
Approve Scheme of Delegation	-	A	R	R	R	R	I	I
Admission of Schools to Trust	-	A	-	-	-	R	I	I
Vision, Values and Strategic Priorities	-	A	R	R	R	D	I	I
Strategic Plan	-	A	R	R	R	D	I	I
Trust Risk Appetite	-	A	R	R	R	D	I	I

Finance and Resources

Function	Trust Board	FC	CEO/VCEO/CFO	Headteacher	Local Governance
Annual Budget Approval	A	R	D	I	I
Three-Year Financial Plan	A	R	D	I	I
Annual Accounts	A	R	D	-	I
Financial Regulations	A	R	D	I	I
Reserves Policy	A	R	D	I	I
Banking Arrangements	A	R	D	-	-
Investments	A	R	D	-	-
Major Capital Projects	A	R	D	I	I
Procurement Framework	A	R	D	I	I
Contracts within Delegated Limits	I	A	D	I	-
Asset Disposal Above Threshold	A	R	D	-	-
Asset Disposal Below Threshold	I	R	A	D*	-

* subject to financial delegation limits – see Financial Handbook.

Audit, Risk and Assurance

Function	Trust Board	RAC	CEO/VCEO/CFO	Headteacher	Local Governance
Risk Management Framework	A	R	D	I	I
Strategic Risk Register	A	R	D	I	I
Internal Scrutiny Programme	A	R	D	-	-
Internal Control Framework (Operationally)	I	R	A	D	I
Academy Risk Registers	I	R	I	A	M
Regulatory Compliance	A	R	D	D	M
Fraud, Irregularity and Whistleblowing Oversight	A	R	D	I	I

Workforce and Staffing

Function	Trust Board	FC	CEO/VCEO	Headteacher	Local Governance
CEO Appointment	A	R	-	-	-
CEO Appraisal	A	R	-	-	-
CEO Pay Determination	A	R	-	-	-
Executive Structure	A	R	D	-	-
Pay Policy	A	R	D	I	I
Major Restructuring	A	R	D	I	I
Headteacher Appointment	A	-	D	-	R
Academy Staff Appointments	I	-	M	A	I
Headteacher Performance Management	I	-	A	-	R
Staff Performance Management	I	-	M	A	-

Education, Inclusion and Standards

Function	Trust Board	SC	CEO/VCEO	Headteacher	Local Governance
Curriculum Framework	A	R	D	I	I
Academy Curriculum	I	R	M	A	M
School Improvement Strategy	A	R	D	I	I
Educational Performance Monitoring	I	A	D	R	M
Academy Improvement Plans	I	R	M	A	M
Quality of Education	A	R	D	A	M
Behaviour Framework	A	R	D	A	M
Attendance Strategy	A	R	D	A	M
Trust Inclusion Strategy	A	R	D	I	I
Pupil Outcomes	A	R	D	A	M

Safeguarding and SEND

Function	Trust Board	SC	CEO/VCE)	Trust Inclusion Leader	Headteacher / DSL	Local Governance
Safeguarding Policy	A	-	D	I	R	I
KCSIE Compliance	A	-	D	I	A	M
Safeguarding Implementation	I	-	R	I	A	M
SEND Policy	A	R	D	D	A	M
SEND Compliance	A	R	D	D	A	M
Equality Objectives	A	R	D	-	A	M

Admissions

Function	Trust Board	CEO/VCEO	Headteacher	Local Governance
Admissions Policy	A	D	I	R
Published Admission Numbers	A	D	I	R
Admissions Consultation	A	D	A	R
Admissions Administration	I	M	A	I
Appeals Arrangements	A	R	A	I

Complaints and Exclusions

Function	Trust Board	SC	CEO/CE	Headteacher	Local Governance
Complaints Policy	A	-	D	I	I
Stage 1 Complaints	I	-	I	A	-
Stage 2 Complaints	I	-	M	R	A
Complaint Appeal Panel	A	-	D	I	I
Suspensions	I	R	M	A	M
Permanent Exclusions	I	R	M	A	M

Estates, Health and Safety

Function	Trust Board	RAC	VCEO	Headteacher	Local Governance
Estates Strategy	A	-	D	I	I
Capital Programme	A	-	D	I	I
Insurance Arrangements	A	R	M	I	-
Health and Safety Policy	A	R	M	D	I
Statutory Premises Compliance	I	R	M	A	-
Academy Site Management	I	M	R	A	I
Website Compliance	I	-	R	A	M