

DIOCESE OF NOTTINGHAM

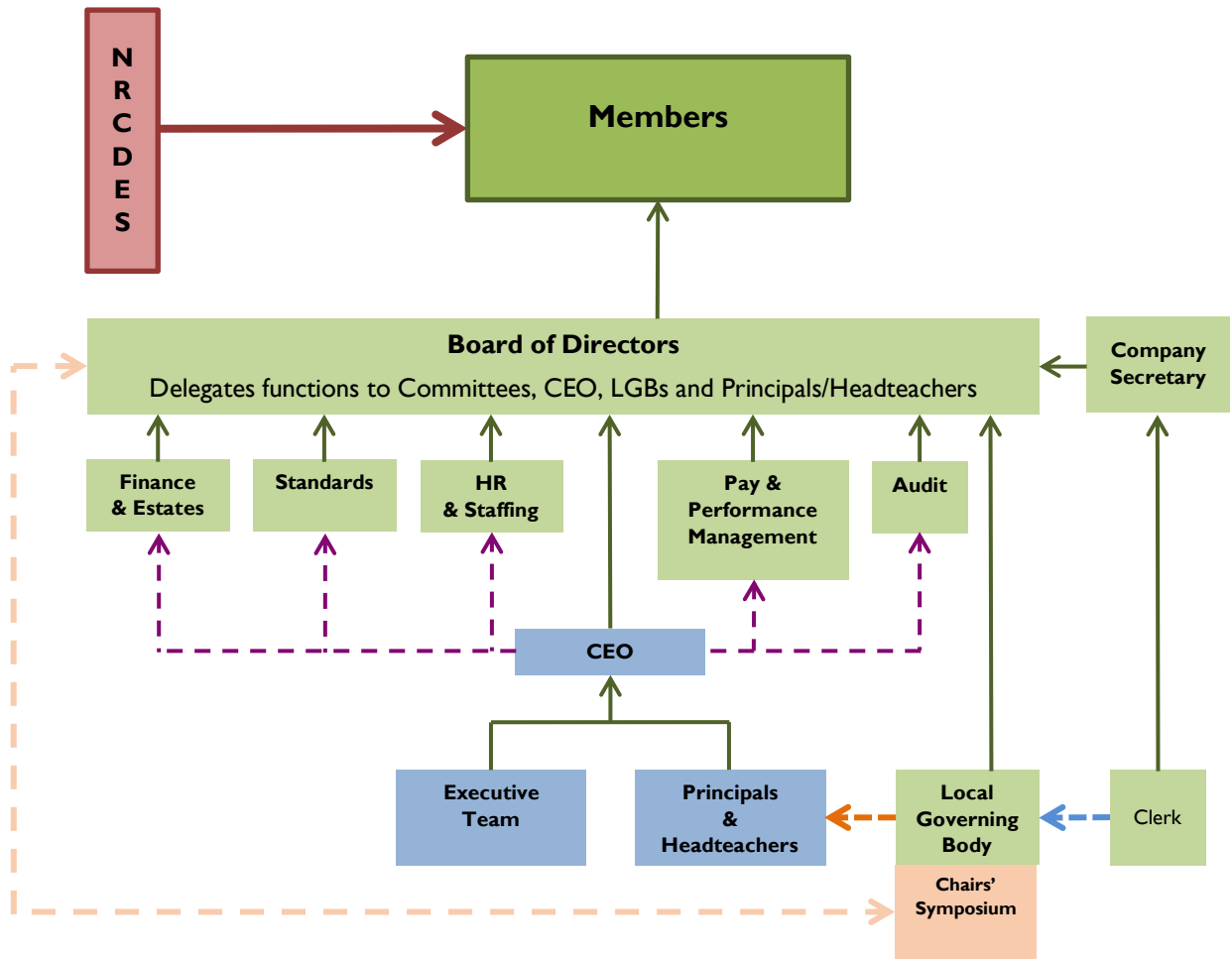


St Thomas Aquinas Catholic Multi-Academy Trust

Scheme of Delegation - Summary

September 2018

Governance Structure and Lines of Accountability



KEY

- Safeguards the diocesan vision for Catholic Education
- Formal Accountability
- Updates on Progress
- Monitors and scrutinises performance through support and challenge
- Provides advice and feedback
- Professional advice, in line with Scheme of Delegation

- The Members (one of whom is the Bishop of Nottingham) appoint (and remove) the Directors.
- The Catholic Multi-Academy Trust Company Board of Directors (The Board) is responsible for the core functions:
 - ensuring clarity of vision, Catholic ethos and strategic direction;
 - holding the Chief Executive Officer to account for the educational performance of the Catholic Multi-Academy Trust Company's academies and their pupils, and the performance management of staff;
 - overseeing the financial performance of the Catholic Multi-Academy Trust Company and making sure its money is well spent
- The Board appoints the CEO, to whom it delegates responsibility for delivery of the vision and strategy, and will hold the CEO to account for the conduct and performance of the Catholic Multi-Academy Trust, including the performance of the academies within the Trust, and for its financial management.
- In turn, the CEO line manages other senior executives and the principals/headteachers, setting their targets and performance managing them.
- The Board constitutes committees for:
 - Standards
 - Finance & Estates
 - HR & Staffing
 - Pay & Performance Management
 - Audit

The areas of Catholic Life and safeguarding are retained at board level. At least three Directors must sit on each of the above committees.

- The Board constitutes local governing bodies (LGB). These are also committees of The Board. The Board delegates some of its academy level monitoring and scrutinising functions to the LGBs, and uses these committees to:
 - promote the vision of the Catholic Multi-Academy Trust Company;
 - promote and develop Catholic Life;
 - monitor the school improvement plan;
 - support and challenge the principal/headteacher;
 - maintain and develop relationships with staff, parents and the parish community.
- Directors may attend LGB meetings but are not required to sit on LGBs. The LGB will report regularly to The Board on performance of the academy and progress against the school development plan and the other core objectives for the LGB. The CEO and The Board will report regularly to the LGB on CMAT development and progress against the core objectives for the CMAT. The CEO will seek input from the Chair of the LGB when undertaking the academy principal/headteacher's performance management.
- Whilst the principal/headteacher is being line managed by the CEO, the LGB will support them to hold the principal/headteacher to account on the Catholic Life of the school, standards and the delivery of the school development plan. Should the LGB have concerns about the performance of the principal/headteacher then these concerns will be reported to The Board.
- The LGB will also review the performance of the CMAT central functions and the CEO and will report their considerations to The Board.