



Abbey College Ramsey

Scheme of Delegation

Policy Developed by: FGB
Reviewing committee: FGB
Frequency of Review: Annually
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DELEGATION - GENERAL

Under the Articles of Association of Abbey College, Ramsey, the governors may delegate to any governor, committee, the Headteacher or any other holder of an executive office such of their powers or functions as they consider desirable to be exercised by them. Any such delegation may be made subject to any conditions the governors may impose and may be revoked or altered.

Where any power or function of the governors has been exercised by any committee, that person or committee shall report to the governors in respect of any action taken or decision made with respect to the exercise of that power or function at the meeting of the governors immediately following the taking of the action or the making of the decision.

The governors may establish any committee to exercise powers and functions of the governors. The constitution, membership and proceedings of any committee of the governors shall be determined by the governors. The establishment, terms of reference, constitution and membership of any committee of the governors shall be reviewed at least once in every twelve months. No vote on any matter shall be taken at a meeting of a committee of the governors unless the committee is quorate.

The Governing Body is responsible for ensuring that high standards of corporate governance are maintained. It should exercise its powers and functions with a view to fulfilling a largely strategic leadership role in the running of the academy, addressing such matters as:

- policy development and strategic planning, including target-setting to keep up momentum on school improvement
- ensuring sound management and administration of the academy, and ensuring that managers are equipped with relevant skills and guidance;
- ensuring compliance with legal requirements
- establishing and maintaining a transparent system of prudent and effective internal controls
- management of the academy's financial, human and other resources
- monitoring performance and the achievement of objectives, and ensuring that plans for improvement are acted upon
- helping the academy be responsive to the needs of parents and the community and making it more accountable through consultation and reporting
- setting the academy's standards of conduct and values
- assessing and managing risk (including preparation of a statement on the academy's risk management for its annual report and accounts)

SCHEME of DELEGATION

The Governing Body should agree a formal schedule of matters reserved for their decision, i.e. those which should not be delegated within the academy. These are listed below. Beyond this, the Governing Body should consider establishing separate committees to deal with specific areas of academy business, and should determine the delegated responsibilities to be assigned to those committees, to ensure that matters can be dealt with in appropriate detail and with sufficient frequency. However, as a minimum, it is a requirement that all academies establish a finance committee separate from the Governing Body to deal with financial matters.

Where the Governing Body decides to delegate certain matters for consideration by committees, each committee should be chaired by a governor. No vote on any matter shall be taken at a meeting of a committee of the governors unless the committee is quorate. The Governing Body should ensure that it receives adequate feedback on the work of those committees and is able to consider their decisions formally. The establishment of committees does not absolve the Governing Body of its overall responsibility to manage the finances of the academy.

HEADTEACHER

The governors shall appoint the Headteacher who will act as an ex-officio governor. By agreeing this document the governors delegate such powers and functions as they consider are required by the Headteacher for the internal organisation, management and control of the Academy (including the implementation of all policies approved of by the governors) and for the direction of the teaching and curriculum at the Academy.

GOVERNORS' MEETINGS

It is a requirement of all academy governing bodies that they meet at least once a term. No business can be conducted at any meeting unless a quorum is present.

Governors must appoint a clerk to the Governing Body, who must be someone other than a governor or the Headteacher of the academy.

Where such matters have not been delegated to a specific committee, meetings of the Governing Body should consider:

- a report of the financial position of the academy, including its income and expenditure and financial commitments
- whether adequate financial monitoring of the academy's budget and activities is being undertaken
- progress on any action identified to improve financial arrangements at the academy
- significant contracts proposed to be entered into by the academy
- details of any significant matters affecting the academy's staff
- details of any significant matters affecting the pupils' welfare or education
- details of any significant matters affecting the academy's assets e.g. computers, vehicles, whiteboards etc

Where such matters have not already been considered by committee, Governor's should consider at least once a year:

- the academy's goals and how they are being met
- review of the management structure to ensure it is operating effectively
- review of the performance of external providers e.g. bankers, services provided under SLAs
- review and approval of the academy's annual accounts and report of the trustees
- review and approval of the financial budget for the following year
- review and approval of the levels of insurance cover for the academy's assets
- findings made by the auditors and the auditor's management letter, and any other financial reviews, and consideration of what actions should be taken arising from their recommendations
- review of the risks to which the academy is exposed and determination of whether systems are in place to mitigate those risks

The board may decide to delegate responsibility for specified matters, where it has power to do so, to individual members or committees of the board. Decisions taken by individual members or committees of the board under delegated powers should be recorded in written minutes available to the board as a whole.

Any appointed Associate Governors will not have voting rights at a committee meeting or Full Governing Body meeting.

OPERATIONS COMMITTEE

The Governing Body hereby resolves to establish a committee of the Governing Body to be known as the Operations Committee and will cover Academy operations and finance.

Governors who are not members of the Operations Committee should have the right of attendance. The clerk will circulate minutes of meetings of the Operations Committee to all members of the Governing Body.

The Headteacher in his or her role as Accounting Officer and the CFO (Chief Financial Officer) will normally attend meetings of the Committee.

The Governing Body shall determine how often the Committee shall meet. The external auditor may request a meeting if he or she considers one necessary.

Authority

The Operations Committee is an advisory body with no executive powers. However, it is authorised by the Governing Body to investigate any activity within its terms of reference, and to seek any information it requires from staff, who are requested to co-operate with the Committee in the conduct of its inquiries.

The Operations Committee is authorised to obtain independent professional advice if it considers this necessary.

Duties

The specific duties of the Operations Committee shall be to:

- review the Annual Budget in detail and to make recommendations to the Board
- be responsible for authorisation of expenditure above £30,000
- review the Academy's internal and external financial statements and reports to ensure that they reflect best practice
- Ensure the College's Business Manager discusses with the external auditor the nature and scope of each forthcoming audit
- Ensure that the external auditor has the fullest co-operation of staff
- consider all relevant reports by the CFO or the appointed external auditor, including reports on the Academy's accounts, achievement of value for money and the response to any management letters
- review the effectiveness of the Academy's internal control system established to ensure that the aims, objectives and key performance targets of the organisation are achieved in the most economic, effective and environmentally preferable manner
- consider any other matters where requested to do so by the Governing Body; and
- review and monitor the Health and Safety policy statement in order to safeguard the health and wellbeing of students, employees and visitors to the Academy, and to make recommendations to the Governing Body
- review any report from the CFO in relation to the operation of the Academy Buildings and Grounds
- To consider any other matters where requested to do so by the Governing Body
- To report at least once a year to the Governing Body on the discharge of the above duties.
- review new and existing policies relating to the employment and conditions of staff at the Academy and make recommendations to the Governing Body.
- The Governing Body must ensure personnel management procedures have been identified, formally approved and documented to cover as a minimum:
 - recruitment (including references and police checks)
 - performance appraisal and review
 - equal opportunities
 - disciplinary (including absence policies)
 - grievance
 - consider any other matters where requested to do so by the Governing Body
 - report at least once a year to the Governing Body on the discharge of the above duties
- The Governing Body should also ensure that procedures are in place to ensure that employees of the academy are paid for work done in accordance with their contracts of employment with the academy

In addition, the Governing Body must ensure the academy has adequate insurance cover to support its activities as an employer, such as employers' liability insurance, fidelity insurance, trustee indemnity, public liability insurance and so forth.

The full terms of reference for the Operations Committee can be found on the school website.

Accounting Officer

The Funding Agreement requires each academy to identify the Headteacher as the Accounting Officer. This post confers responsibility for financial and administrative matters. This is a vital role, as the Accounting Officer is personally responsible to the Governing Body for:

- ensuring regularity and propriety
- prudent and economical administration
- avoidance of waste and extravagance
- efficient and effective use of available resources
- the day to day organisation, staffing and management of the academy

The Accounting Officer may delegate, or appoint others to assist in these responsibilities, for example to the CFO or Business Manager. Within the framework of the academy development plan as approved by the Governing Body the Headteacher has overall executive responsibility for the academy's activities including financial activities. Much of the financial responsibility has been delegated to the CFO but the Headteacher still retains responsibility for:

- approving new staff appointments within the authorised establishment, except for any senior staff posts which should be approved by the Governing Body
- Financial approval for all items over £10,000

CFO (Chief Financial Officer)

The main responsibilities of the CFO are:

- the day to day management of financial issues including the establishment and operation of a suitable accounting system
- the management of the academy financial position at a strategic and operational level within the framework for financial control determined by the Governing Body
- the maintenance of effective systems of internal control
- ensuring that the annual accounts are properly presented and adequately supported by the underlying books and records of the academy
- the preparation of monthly management accounts
- ensuring forms and returns are sent to the DfE in line with the timetable in the DfE guidance. Signing such forms as necessary
- Delegated authority from Headteacher; Financial authorisations over £5,000 must be referred to the CFO who can authorise expenditure of up to £10,000 (for individual items) provided they have already been budgeted for. Individual budget holders are able to authorise for goods and services up to £1,000 (for individual items) and within their budget. Authorisations over this amount must be referred to the business manager who can authorise expenditure up to £5,000 (for individual items).

Responsible Officer

The Governing Body will need to consider how it monitors and checks the operation of the financial management arrangements that have been established and are operated by officers of the academy. To assist in this they will appoint a person who will have specific responsibility for overseeing the financial arrangements on their behalf. The appointment of this Responsible Officer (RO) must be notified to the DfE.

The RO post is intended to provide an independent oversight of the academy's financial affairs. The main duties of the RO are to provide the Governing Body with on-going independent assurance that:

- the financial responsibilities of the Governing Body are being properly discharged
- resources are being managed in an efficient, economical and effective manner
- sound systems of internal financial control are being maintained
- financial considerations are fully taken into account in reaching decisions

EDUCATION COMMITTEE

The Governing Body hereby resolves to establish a committee of the Governing Body to be known as the Education Committee.

Governors who are not members of the Education Committee should have the right of attendance. The clerk will circulate minutes of meetings of the Education Committee to all members of the Governing Body.

The Governing Body shall determine how often the Committee shall meet.

The Headteacher or delegated member of the Senior Leadership Team will normally attend meetings of the Committee.

Authority

The Education Committee is an advisory body with no executive powers. However, it is authorised by the Governing Body to investigate any activity within its terms of reference, and to seek any information it requires from staff, who are requested to co-operate with the Committee in the conduct of its inquiries.

The Education Committee is authorised to obtain independent professional advice if it considers this necessary.

Duties

- monitor students' attainment and quality of learning
- ensure the curriculum offer is relevant and appropriate for all students
- advise the Governing Body on the Academy's curriculum statutory obligations
- review any proposals from the Headteacher for changes to the Curriculum and to consider the implications for staffing
- contribute towards the review, revision and monitoring of the Academy Development Plan
- to review the policy and provision for collective worship and religious education and make recommendations to the Governing Body
- to review the policy on charging for curriculum activities and make recommendations to the Governing Body
- to review the policy and provision for Sex and Relationship Education and make recommendations to the Governing Body
- review any report from the SIP (School Improvement Partner) in relation to the standards and achievement of the Academy
- To consider any other matters where requested to do so by the Governing Body
- report at least once a year to the board on the discharge of the above duties

The full terms of reference for the Education Committee are found on the school website.

JOINT SCRUTINY GROUP (JSG)

Duties:

- Undertake strategic monitoring activity – the purpose of which is to triangulate information shared with governors by the SLT. In addition, where possible the JSG will engage with external professional expertise which supports the governing body to

hold the school leaders to account and to triangulate all the sources of information and evidence it receives, as well as ensuring it fulfils its statutory responsibilities and maintains compliance.

- The JSG undertakes a wide range of monitoring activities including:
- Monitoring visits to school to meet with subject leads
- Surveys/focus groups:
 - Pupils
 - Staff
 - Parents
- Independent reviews:
 - Scrutinising internal quality assurance processes
 - External (using consultants/Ofsted inspectors/school partners)
- First-hand data collection and analysis (data governors visit after data drops)
- Inviting members of the SLT or Middle Leaders to submit a report or attend governing body meetings to report on key areas
- Conduct link visits to scrutinise, challenge and support subject performance, whole-school areas for improvement and monitor the School Improvement Plan (SIP)
- Access to school external information: FFT Aspire, SISRA and VFM benchmarking websites.
- The JSG will be supported and guided by the Deputy Headteacher with responsibility for Quality Assurance.

SALARY COMMITTEE

The Governing Body hereby resolves to establish a committee of the Governing Body to be known as The Salary Committee.

The Headteacher will attend meetings of the Committee.

Authority

In accordance with the procedure contained in the Whole School Pay Policy, The Salary Committee is authorised by the Governing Body to:

- review the recommendations of the Headteacher as to salaries particularly any discretionary awards
- To consider any other matters where requested to do so by the Governing Body

Delegation to Other Committees

The Governing Body recognises that it may need to delegate duties to a Committee other than the Operations Committee or the Learner Progress and Engagement Committee and shall need to amend this document accordingly.

By order of the Academy Trust, we approve the Abbey College, Ramsey's Scheme of Delegation

Chair of Governors: Print name: ___Madeleine Jackson_____

Sign: Date: _____

Headteacher: Print name: ___Andy Christoforou_____

Sign: Date: _____

CFO (Chief Financial Officer): Print name: ___Melanie Hyde_____

Sign: Date: _____