



## IAT Scheme of Governance and Delegation

### A. The Directors: Authority, Powers and the Company Objectives

“ . . . the business of the Company shall be managed by the Directors who may exercise all the powers of the Company.” (Article 93). These extensive powers are listed in Article 5 a) to s) and *only* can be exercised in furtherance of the Company’s Object “to advance for the public benefit education . . . by establishing, maintaining, carrying on, managing and developing schools . . .” (Article 4).

### B. The Directors shall:

(Without prejudice to the generality of their powers and responsibilities as set out in the Articles)

- 1) Set the general character, mission, purpose, ethos and values of the schools it maintains: While delegating to Local Governing Bodies the oversight, implementation and development of these matters as appropriate to the purpose, location and circumstances of each School
- 2) Approve the Annual Budget
- 3) Monitor the work and development of the schools, receiving reports from the CEO, the Executive Principal and the Chairs of the Local governing Bodies and any other Committees of the Board of Directors set up from time to time.
- 4) Establishing such policies for the activities, management and development of the Trust and its Schools as they may determine from time to time
- 5) Give such directions or advice to the CEO and Executive Principal from time to time as they may consider appropriate.
- 6) Determine the Terms of Reference of School Local Governing Bodies and any other Committees
- 7) Appoint the Executive Officers of the Trust:
  - The CEO
  - The Company Secretary
  - The Finance Officer on the recommendation of the CEOAnd make all other appropriate HR arrangements for these appointments as required from time to time
- 8) Appoint:
  - The Local Governing Bodies and their Chairs.

**C. The Directors delegate the following duties and responsibilities for managing the Trust's business as follows:**

- 1) **The CEO (and Accounting Officer)** shall be responsible for
  - a) Oversight of the Sponsors' and Trusts objectives and strategy in establishing and maintaining schools for the public benefit
  - b) Proposing to the Directors the annual budget and, subject to this, the allocation of resources to the schools
  - c) The financial and business management of the Trust (supervising and directing the work of the Trust Finance Officer) including the provision by the Sponsor of any services, property and supplies to the Trust and its Schools.
  - d) Approving the employment of staff, or in the case of the School Headteacher and the School Clerk as recommended by the Local Governing Body, subject to those recommended being in respect of an agreed vacancy, and in the opinion of the CEO having been properly selected, and fit and proper persons to hold those roles.
  - e) Setting the terms and conditions and pay policy for employees of the Trust
  - f) Making such regulations relating to the business of the schools as may be required
  - g) Reporting to the Directors on all of the above and any other significant matters affecting the purpose of the trust, its success and reputation
  - h) In conjunction with the Chair of the Local Governing Body, appropriate day to day line management of the School Headteacher
  
- 2) **The School Headteacher** shall be responsible for:
  - a) The determination of all the educational activities of the Schools subject to the character, mission, ethos, values, agreed curriculum, and the policies and regulations of the Trust as set by the Directors, the CEO, and the Local Governing Body as appropriate.
  - b) The leadership, management and discipline of staff and students
  - c) Recommending to the CEO the appointment and dismissal of staff
  - c) Authorising of expenditure within the Annual Budget subject to limitations of the Trust's Financial Regulations and Procedures
  - d) The recruitment and enrolment of students
  - e) The setting of all policies and regulations not reserved to the Directors [*see section E below*] or to its Committees (including the Local Governing Bodies)
  - f) Recommending to the Directors and/or the Local Governing Bodies matters of development and marketing
  - g) Reporting to the Directors and the Local Governing Bodies on all of the above and any other significant matters affecting the purpose of the Trust and the Schools, its success and reputation
  - h) Advising the CEO on any matters relating to finances, employment of staff, expenditure and incomes as may be appropriate.
  - i) Advising the Local Governing Body on staffing requirements

**D. The Directors delegate to the Local Governing Bodies**

The responsibility for **the oversight, development, activities and policies** of the school, within the policies and regulations set by the Directors or the CEO, including:

- a) The School's curriculum and educational activities, its policies on teaching and learning, and the discipline and management of students
- b) School admissions policy and the enrolment and recruitment of students.
- c) Contacts with parents, employers and local stakeholders
- d) Approving proposals from the School Headteacher on the staffing requirements of the school and recommending these to the CEO.
- e) Implementing arrangements for the selection of the School Headteacher and recommending the successful candidate to the CEO for appointment.
- f) The hearing of appeals by students against decision on complaints and disciplinary matters.

**E. The Directors reserve for themselves the responsibility for approval of:**

- a) the budget annual budget
- b) expenditure not included in the current budget
- c) the appointment and re-appointment of auditors
- d) the annual Directors' Report and the Financial Statements
- e) the Health and Safety Policy, the Safeguarding Policy, the Equality and Diversity Policy, the Public Interest Disclosure Policy ("Whistleblowing" Policy), the Financial Regulations and Financial Procedures.
- f) policies and processes relating to the governance of the Trust.

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