*Notes:*

1. *This Scheme* shall be reviewed annually by the Trust Board on recommendation of the People and Governance Committee. Substantive amendments to the Scheme agreed by the Board during the year shall be annotated and incorporated into the Scheme by the Clerk to the Board.*

2. *The Clerk to the Board is authorised to make non-material and/or minor amendments to the Scheme consequent on minor amendments to delegated authorities agreed by the Board and any changes to job titles or job roles.*

*(to be completed by the Clerk to the Board)*

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| *Includes Admissions Code checklist* | |

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- determination of organisational structure and culture, including the “Avanti Way”;
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- determination of the extent of provision of central services for schools (“the Centre”);
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**excludes School Stakeholder Committees – see 22 – 28 below.*

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| | The Trust Board ("the Board") is legally responsible for ensuring that the company fulfils |

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*Note: The terms of reference of this Commi t ee are based on DfE/Best prac t ce Model (September 2022). This states, amongst other things:*

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| | **to be made available to all Trustees and Committee members on Governor Hub normally not less than seven days prior to the day of the meeting.* |
| **ESFA require that the Committee shall meet at least 3 times each year.* | |
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| *(See also Duties below)* | - <br> - <br> - |
| | the auditors' sector expertise; |

**jointly with People and Governance Committee*

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| | *Best practice – the ESFA Academy Handbook, guidance from DfE, CIPFA, the Chartered Governance Institute and other recognised professional bodies in relation to the good governance and management of Academy Trusts.* |
| *samcd.* | *These terms of reference recommended by the Committee (Minute 25 : 2.02.23) and approved by the Trust Board 8 March 2023 (Minute 83 refers)*<br><br>*≠ Internal Audit approach recommended by the Committee (Minute 35 : 3.07.23) and approved by Trust Board 12 July 2023 (Minute 149 refers).* |

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◊ meeting the educational and inclusion, medical, social, emotional and behavioural needs of all

◊ embedding in all Trust schools the ethos of Avanti including the "Avanti Way"

reviewing Ofsted inspection outcomes including "Lessons Learned" and progress in delivery of

**Performance Management, Appraisal and related policy is determined by the People and Governance Committee*

- the safety of children in Trust schools is paramount. The Committee shall have particular regard to

*Where the Committee considers appropriate, a recommendation(s) for action(s) shall be made to the Education Director, who shall report further on the actions taken in response to the recommendation(s) to the subsequent Trust Board meeting.*

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| | *Casting vote of the Chair*<br><br>*In the event that there are an equal number of votes for a recommended action, the Chair of the Committee shall have a casting vote provided always that the issue is agreed as a RECOMMENDATION to the Trust Board.* |
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| | **to be posted on Governor Hub normally not less than seven days prior to the day of the meeting.* |
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| | **to be made available to all Trustees and Committee members on Governor Hub normally not less than seven days prior to the day of the meeting.* |
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The Trust Scheme of Delegation and Committee Terms of Reference‡. This includes the

*NB: The following arrangements currently apply:*

*Staff Interview and Selection Panels*

a) *For Senior Executive Posts and the Clerk to the Board – the Chair of the Trust Board and the Chair of this Committee or their respective nominees; and*

b) *For senior level appointments within schools (i.e. Assistant Principal level and above) - the Chair of the Trust Board and/or one of the Chairs of this Committee or of the Learning, Teaching and Standards Committee (or their respective nominees) shall be invited to participate in the interview and appointments process but shall not be entitled to vote on the appointment, the decision being delegated to Executive Interview Panel.*

*Appeals Panels*

*Panels shall normally comprise 3 Trustee Members of this Committee or, where this is not possible or expedient, other Trustees provided always that they have no prior knowledge of the case. All Appeals shall be considered in accordance with the relevant policy and procedure of the Trust as adopted from time to time.*

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| | **or such other frequency as determined by the Trust Board* |
| *samcd.* | *These terms of reference approved by PCG Committee (Minute 60 : 28.06.23 for recommendation to Trust Board. Approved by Trust Board on 12 July 2023 (Minute 150 refers)* |

*Note:*

*These terms of reference are consistent with the requirements of ESFA and the UK Corporate Governance Code which states that:*

*'A formal and transparent procedure for developing policy on executive remuneration and determining director and senior management remuneration should be established.... 'The board should establish a remuneration committee .... it is essential that the Remuneration Committee be properly constituted with a clear remit and identified authority".*

*Notes*

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| | if any item relating to the postholders' terms and conditions of service is |

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| | *<u>are not expected</u>*<br><br>-<br><br>-<br><br>-<br><br>-<br><br>-<br><br>* *through the minutes of formal termly meetings and through items specifically referred to the Board by the Trust Governance Officer.* |
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*Note: The Purpose and Terms of Reference of this joint SSC are the same as all other SSCs with the exception of th*

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*Throughout Part 3 of the Scheme the references to delegaton to the Chief Executive assumes that under the Scheme of Delegaton, the Chief Executive will delegate to Executive colleagues/areas, as indicated in the tables below.*

## Trust Policies: arrangements for Policy Review, assurance reporting and delegatons.

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*Category 1 Policies: Operationally Delegated*

*Category 2 Policies: Fully Delegated*

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| | **to be highlighted in the model termly SSC agenda* |

*Note : drawn from best prac t ce advice of DfE, NGA and the requirements of the Academy Trust Handbook*

[redacted]

The Trust was established in 2012 by the Founding Members : they agreed the original Ar t cles*, ethos and values of the Trust (including the Avan t Way) with DfE prior to signing of the ini t al Funding Agreement.

**Members approved revised Ar t cles in March 2023*

## The Trust has three levels of governance:

*Members*

Members can be viewed as equivalent to shareholders in a commercial company. Their role within a MAT is summarised by DfE and NGA as the "guardians of Trust Governance". The strong preference and advice of DfE is that

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- they are "eyes on, hands off" –