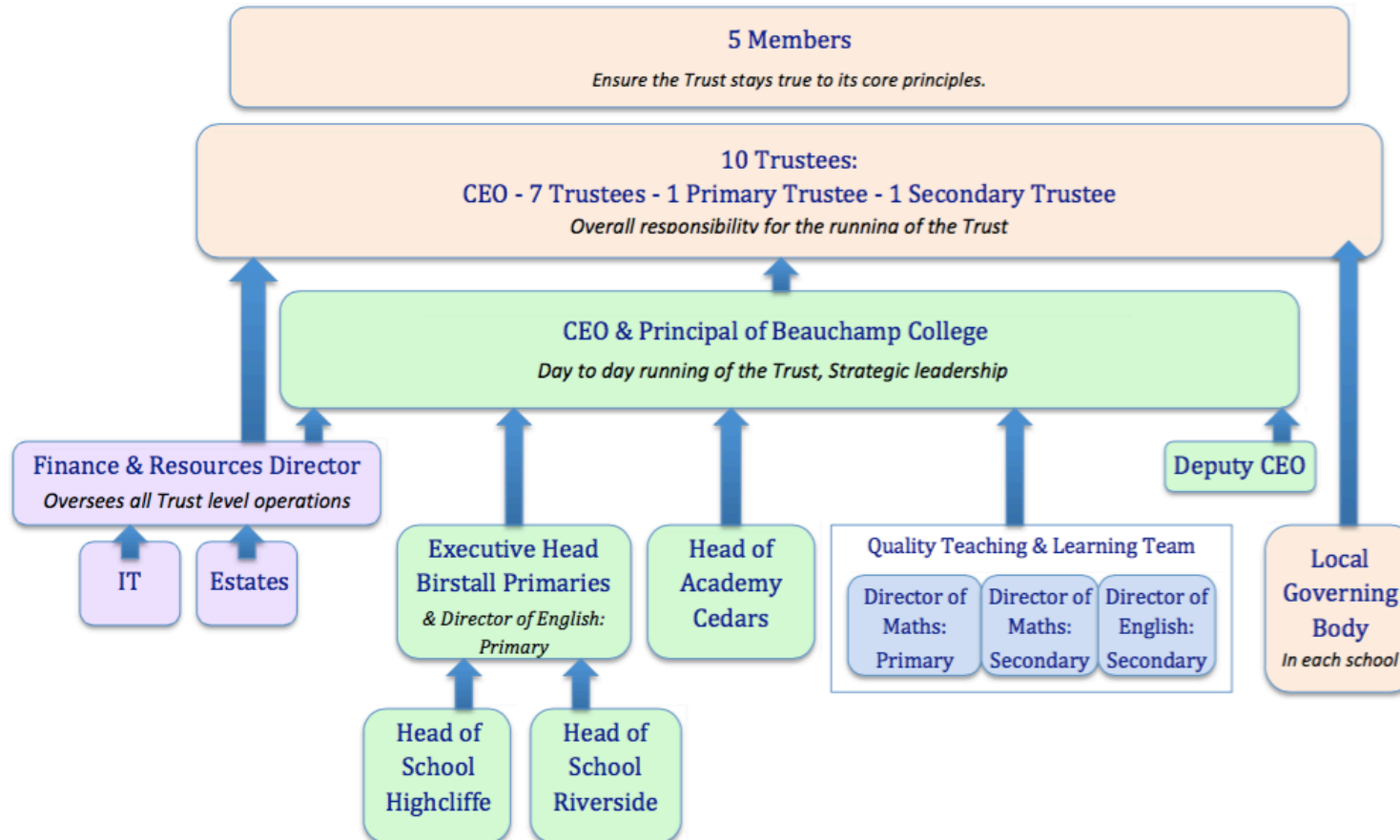


Trust organisation

The Trust Governance Structure



The Trust currently consists of 4 schools:

- Beauchamp College, Oadby (the founding school of the Trust) ([hyperlink to site](#))
- The Cedars Academy, Birstall ([hyperlink to site](#)) which opened in September 2015 following the merger of Stonehill High School and Longslade community College.
- Highcliffe Primary, Birstall ([hyperlink to site](#))
- Riverside Primary, Birstall ([hyperlink to site](#))

Highcliffe and Riverside have a Head of School each, and also an Executive Headteacher, Scott Fewster, who has responsibility for standards across both schools.

The CEO is also the Principal of Beauchamp College.

The Trust Board meets regularly to monitor attainment and progress, to ensure financial probity, to plan strategically for the group, and to hold the CEO and Operations Team to account.

The Trust Leadership team is made up of all senior leaders, operations directors and the QLT team and meets weekly to ensure the best possible outcomes for all of the schools within the Trust.

Local Governing Bodies

Each school has its own Local Governing Body with delegated responsibilities for strategic planning, financial planning and oversight, and holding the senior leadership to account.

The LGB is made up of at least 2 parent governors, along with staff governors and as many community governors as are needed based on the challenges and skill base of each particular school.

The LGB core meetings are 6 times each year for all governors and have a key focus of monitoring quality learning and teaching.

The table below gives a broad summary of the different layers of responsibility within the Trust.

	Strategy	Finance & Compliance	Quality Teaching & Learning	Frequency
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<p>Lionheart Executive Board</p>	<p>Trust Development Plan (TDP) drives whole Trust strategy</p> <p>Raising standards of progress & achievement on all levels in all schools</p> <p>Staffing: appointment of Operations posts and Heads of School /Principals / Executive Heads; strategies to develop a world class workforce</p> <p>Building Learning Power: strategies to develop the highest possible quality of teaching & learning</p> <p>Trust growth through sponsorship/new schools, ensuring sufficient capacity and balance to maximise benefits for all</p> <hr/> <p>Holding to account</p> <hr/> <p>Directly: Executive Principal and Operations Director</p>	<p>Budget: Agree budgets for all schools</p> <p>Budget monitoring report: review minutes of Board Finance Committee</p> <p>Core charge for MAT services: agree annually</p> <p>MAT services provided: agree annually</p> <p>Alerts and concerns: KPIs and reports from Operations Team alert the Board to non-compliance, financial risks, etc. and actions taken to prevent further instances. Board decides to withdraw autonomy and responsibility where necessary.</p> <p>Annual Financial Report: agree</p> <p>Audit Report: receive – monitor via Board Finance Committee</p> <p>Auditors: agree internal & external auditors</p> <p>Value for money: ensure</p> <p>Compliance: health & safety – ensure school health and safety systems are effective and compliant.</p>	<p>Trust Development Plan (TDP) drives whole Trust strategy.</p> <p>Targets: agree</p> <p>School Development & Local Development Plans: agree, following recommendation by Executive Principal</p> <p>School improvement: drive forward school improvement and raising standards through monitoring via KPIs and reports from Operations Team and Executive Principal.</p> <p>School improvement: where necessary, decision to insist that school improvement partners are appointed to a school to ensure raised standards, or school to school support is arranged. School budget provision must be made in response by the school.</p> <p>Curriculum: Curriculum decisions impacting several schools across the Trust / several local groups</p> <p>Staffing: ensure high quality staff remunerated at an appropriate level are in place – ensure effective performance management across the Trust.</p> <p>Barriers to learning safeguarding: ensure systems are in place in each school and across the Trust to ensure pupils are safe, safeguarding is in place and barriers to learning are removed.</p>	<p>Half termly</p>
<p>Executive Board Finance Committee</p>		<p>Budget setting: review budgets for all schools & recommend to Board</p> <p>Budget monitoring: KPIs from Operations Team highlight concerns – agree actions to mitigate, withdrawing financial autonomy if necessary</p> <p>Contracts: agree & review</p> <p>Insurance: agree & review</p> <p>Cashflow: monitor</p> <p>Changes to assets: agree</p> <p>Mid year changes to budgets: agree</p> <p>Audit action plan: review</p> <p>Gifts from Trust: agree, within policy</p>		<p>Monthly</p>

		<p>Risks: consider and agree mitigations; monitor</p> <p>Special payments (staff severance, compensation, ex gratia): agree (take larger sums to the Board)</p> <p>Tender process: agree</p> <p>Leases by the Trust: recommend to Board</p> <p>Leases from the Trust: agree</p> <p>Core charge: monitoring</p> <p>Trust-wide finance policies: agree</p> <p>Financial regulations: agree & review</p> <p>Benchmarking: receive benchmarking reports</p>		
Executive Board Remuneration Committee			<p>Performance management and pay: Carry out performance management of the Executive Principal and Operations Director. Agrees the pay of the Executive Principal and Operations Director and reports to the Board. Receive recommendations and agrees pay awards for Heads of School, Principals, Executive Heads and members of the Operations Team.</p>	Autumn
Local Governing Body (LGB) - each academy				
Local Governing Body (LGB)	<p>School Development Plan (SDP) drives an individual school's strategy</p> <p>Vision and ethos: agree for local context</p> <p>Staffing structure: agree, following advice from Head of School & HR Exec</p> <p>Premises long term plan: agree, following advice from Head of School & Exec Estates</p> <p>IT: agree developments, following advice from Chief Information Officer</p> <p>Risk Management: identify risks; agree mitigations; monitor impact.</p> <p>Report risks to Exec Team.</p> <p>Stakeholder voice: monitor & respond</p>	<p>Budget: align to SDP, agree & recommend to Board</p> <p>Lettings: agree lettings variations for local context</p> <p>Value for money: ensure</p>	<p>Core work: Holding the academy to account for quality learning & teaching for all pupils, including vulnerable groups.</p> <p>Barriers to learning & safeguarding: reduce barriers; ensure targeted funding is spent appropriately; ensure effective safeguarding is in place</p> <p>Performance management & Pay: ensure high quality teaching and learning through effective performance management. A Pay Committee reviews targets for the coming year and receives recommended pay awards to consider and agree (Head of School / Executive Head / Principal pay awards are agreed by the Board Pay Committee not the school Pay Committee).</p>	Half termly

Scheme of Delegation

The Trust operates under a Scheme of Delegation agreed by the Trust Board. [\(add hyperlink to 'Scheme of Delegation'\)](#)