



Lionheart Academies Trust Scheme of Delegation 2018-19

Version	Document History	Date
Version 1.0	Approved by the Board and issued to all schools	1/4/2014
Version 2.0	Approved by Board and issued to all schools	13/6/2018

Our aims and vision

Our Mission

Our educational mission is simple: ANY young person from ANY background deserves an EQUAL chance to be successful in whatever they choose to do. The trust is committed to supporting young people to open doors to their futures and to feel confident that they can thrive in a competitive world.

Our Philosophy

Our philosophy is clear. We promote a student- centred approach that is underpinned by the understanding that the highest quality education is a right that all young people deserve regardless of their starting points. We are dedicated to providing young people with the strongest foundations; educational qualifications that they can feel proud about because their education has taught them how to feel proud. We know that promoting a positive, proactive approach that celebrates success unites school communities and breaks down barriers to learning. Students under our care will be taught how to learn in this way. We will encourage students at every level of ability to aspire to develop personally and academically and we will use the '4Rs' as cornerstones of outstanding learning. The '4Rs' encourage students to take responsibility for their own learning, help them to grow in confidence and prepare them for life outside of education. They are:

- **Resilience** – The ability to bounce back when the going gets tough.
- **Reciprocity** – Learning to work together and show care and understanding for each other.
- **Resourcefulness** – Having the confidence to ask for help and to find answers in new ways.
- **Reflectiveness** – Considering what needs to be done to make the next steps.

Our Pledge

Our pledge is a promise to the communities that we serve that we will work with them with limitless enthusiasm and optimism providing a platform for each young person's light to shine brightly.

To fulfil our pledge we will use the 5Ps they are:

- **Pupil Centred** – Schools are run for pupils and everything we do is for our pupils.
- **Positivity** – We all embrace challenges and look for opportunities.
- **Passionate** – We value nothing more than equity and quality learning for all pupils.
- **Professional** – We model professionalism at all times.
- **Practice** – Teachers and other staff will be highly qualified. Subject teachers will be passionate specialists; quality first teaching is at our core.

Our Scheme of Delegation

The Scheme of Delegation is the practical outworking of these aims and vision, and sets out the ways in which the members of our family of schools, who all contribute to the success of the trust, work collectively to ensure the very best for all our pupils.

Lionheart Academies Trust
Governance Summary

Trust Board Vision and ethos • Strategic direction • Risks and Opportunities	
Hub Governing Bodies (HGB) Finance • HR • Estates • IT • Education • Marketing & Business • Complaints & Hearings	
North Hub	South & Central Hub
Cedars Martin Hallam Fields Highcliffe Riverside	Beauchamp College: 11-19 Judgemeadow College: 11-16 Sir Jonathan North College 11-16 (at some stage 2018-19) (Beauchamp City Sixth Form to join 2019-20 in pre-opening)
Local Governing Bodies (LGB) Teaching & Learning • Pupil & Parent & Staff experience • Safeguarding • Business & Community links	

Trust Board

The Trust Board has overall responsibility for all governance in the trust and carries the final accountability for this. The focus of the Board is on the big picture, working with the trust Executive Team to set the overall vision for the trust, lead strategically and identify and respond to risks and opportunities.

Hub Governing Bodies

The schools are grouped into geographical governance hubs, which hold the schools to account and take a strategic lead on the back room services, which support the schools within their cluster. They also consider the marketing strategies of the group of schools and plan for developing effective partnerships with local businesses. They take a lead on complaints and hearings, with governors and trustees from across all 3 layers supporting panel meetings as needed.

Local Governing Bodies

Each school has a Local Governing Body, which holds the school to account for the quality of teaching and learning, the experience of pupils, parents and staff, the processes to ensure safeguarding, and informal links with the local community and businesses. LGBs ensure that school leaders are mindful of the school’s context and work within the overall vision of Lionheart Academies Trust.

Communicating across the layers

There are members of Local Governing Bodies on the Hub Governing Bodies, along with trustees, and processes for communicating between the layers to ensure that a cohesive approach is secured.

Working with senior leaders within the schools

The trust has a Trust Leadership Team which includes all senior leaders within the schools, along with the Executive Team and directors of learning. Proposals and recommendations from this group are presented to the Board. Local Governing Body meetings are attended by senior leaders within the local school, and are led by the Chair working in partnership with the Headteacher / Principal. School senior leaders attend the Hub meetings to guide and influence decisions made across the group of schools.

Scheme of Delegation

The Scheme of Delegation is a key document and captures which member or group within the organisation should:

- Sign off
- Recommend for signing off
- Be consulted
- Monitor
- Take overall responsibility

Trusts are highly complex organisations and, whilst the Scheme of Delegation goes a long way to support everyone in understanding their role, it can be challenging to ensure that each person or group is working within the Scheme's protocols in all decisions that are made. Senior leaders, staff and governors are encouraged to ask for advice from the CEO, COO or Chair of the Board where there is any doubt, and to raise questions where they feel that a situation has arisen in which their role as outlined in the Scheme is not being upheld.

The Board reserves the right at any stage to amend the Scheme, or to withdraw responsibilities as outlined in the Scheme, where they feel that a school's outcomes are at risk in any way. Where possible this will be done following consultation with those involved.

Scheme of Delegation: Standards, Governance. Staffing

	Educational standards and curriculum						Development Plans			Risk registers			Governance			Hold to account for compliance				Staff appointments and staffing structures					Performance management					HR												
	Trust targets	School targets	Broad Trust curriculum	School curriculum	Trust standards	School standards	Trust	Hub	School	Trust	Hub	School	Structure	Delegate powers	Appoint Chair of Gobs	Appoint Clerk	CEO	Exec Team	Exec Head	Head of School	Vacancy agreed	CEO & Exec Team	Hub	Exec Head / HoS	Teachers, associate staff	CEO	Dir. Finance	Exec Team	Exec Head	Head of School	School staff	Exec, Hub & Heads' pay	Teachers' Pay	Associate staff pay	Panels and appeals	Pay & key policy changes	T&C changes					
Sign off																																										
CEO																																										
Hub Lead																																										
Exec Head/ Principal																																										
Head of School																																										
COO																																										
Dir. IT																																										
Dir. Estates																																										
Dir HR																																										
Dir. Learning																																										
Board																																										
Hub GB																																										
Local GB																																										
Recommend for signing off																																										
CEO																																										
Hub Lead																																										
Exec Head/ Principal																																										
Head of School																																										
COO																																										
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