

Eastern Multi-Academy Academy Trust



Constitutions and Terms of Reference

November 2021

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Constitutions and Terms of Reference

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Constitutions and Terms of Reference 2021

1. Introduction

- 1.1 As provided by Articles 100 -104 of the Articles of Association, the Trustees:
 - i. may appoint separate committees to be known as Academy Councils for each Academy; and
 - ii. may establish any other committee.
- 1.2 The constitution, membership and proceedings of any committee shall be determined by the Board and the establishment, terms of reference, constitution and membership of any such committee shall be reviewed at least once in every twelve months.
- 1.3 The membership of any such committee may include persons who are not Trustees, provided that, (with the exception of the Academy Councils), a majority of members of any committee of the Trustees shall be Trustees.
- 1.4 Except in the case of an Academy Council, no vote on any matter shall be taken at a meeting of a committee of the Trustees unless the majority of members of the committee present are Trustees.
- 1.5 The functions and proceedings of the Academy Councils shall be subject to regulations made by the Trustees from time to time.
- 1.6 The Board has determined to establish the following Committees:
 - i. Finance and Operations Committee
 - ii. Audit & Risk Committee
 - iii. HR & Wellbeing Committee
 - iv. Academy Councils
 - v. Academy Council Learner Discipline Committee
 - vi. Hearings Committee
 - vii. Appeals Committee.
- 1.7 Each Committee's constitution and terms of reference are set out in Appendices 1 – 10.

2. Definitions

- 2.1 'Academy' means any school which is established and maintained by Eastern Multi-Academy Trust;
- 2.2 'Board' means the Board of Trustees;
- 2.3 'Trustee', 'Academy Council Member' and 'Principal' mean respectively a Trustee of the Board of Trustees, a Member of an Academy Council, an Academy Principal;

- 2.4 'Academy Council (AC)' means the Academy Council established for the purposes of overseeing the operation of an Academy;
- 2.5 The role of the Accounting Officer will be undertaken by the Chief Executive;
- 2.6 The role of the Company Secretary (Secretary) will be undertaken by the Clerk to the Board;
- 2.7 'The Trust' means Eastern Multi-Academy Trust;
- 2.8 All other definitions have the same meanings as given in the Trust's Articles of Association and the Academies Act 2010.

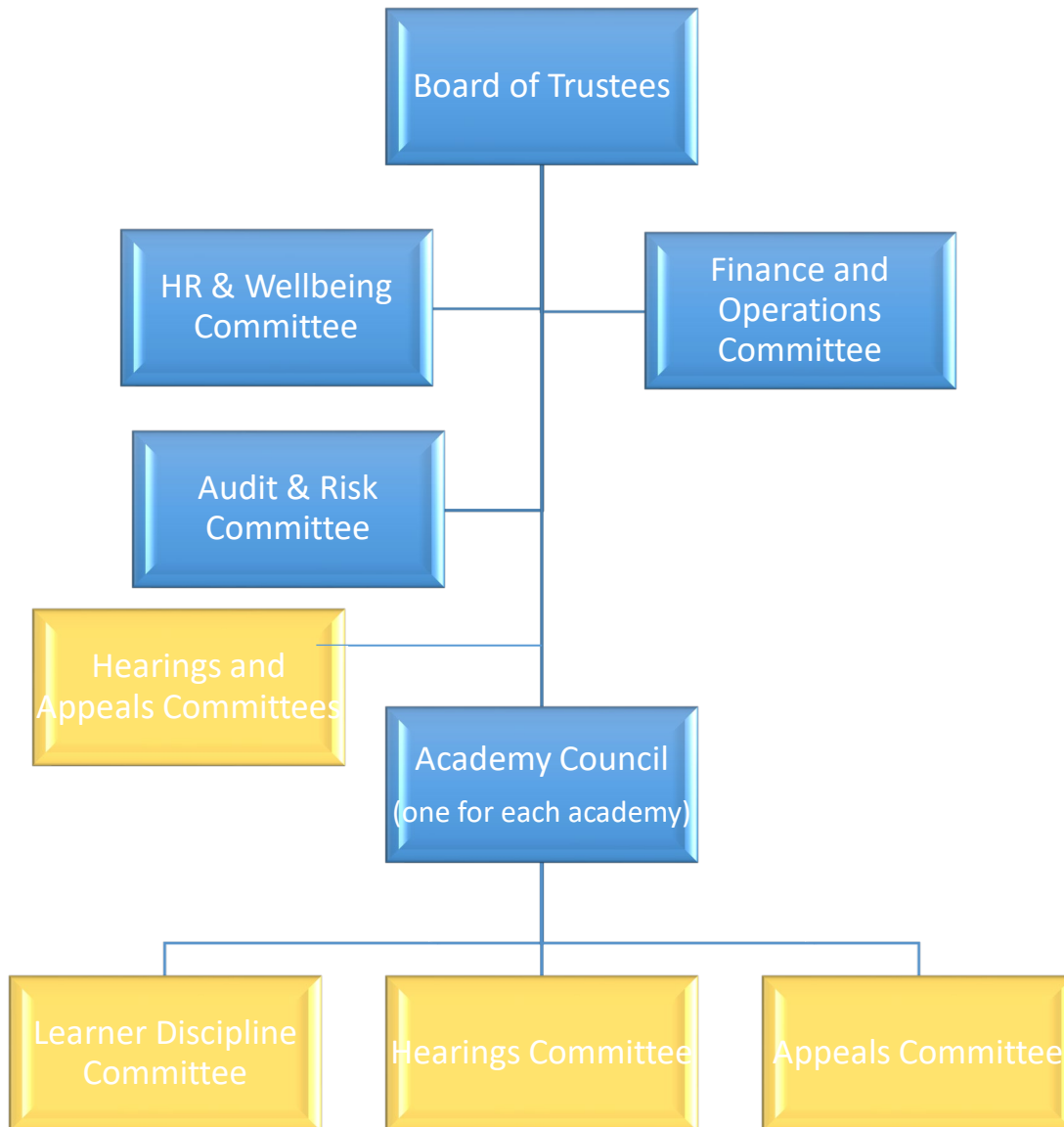
3. Related Policies and Documents

- 3.1 Standing Orders;
- 3.2 Code of Conduct;
- 3.3 Scheme of Delegation: General and Financial;
- 3.4 Articles of Association;
- 3.5 The Funding Agreement;
- 3.6 Financial Regulations;
- 3.7 Academy Trust Handbook;
- 3.8 Policy Approval Schedule

Other policies and documents may be identified from time to time as circumstances change and may be added to this list.

4. Governance Structure

4.1 The Trust Board of Trustees has overall responsibility and ultimate decision-making authority for all the work of the Academy Trust. The Board has determined that the following governance structure be adopted for the Academy Trust:



Standing Committees



Ad-hoc Committees

4.2 Articles 105-105A of the Trust's Articles of Association allow the Board to delegate powers or functions (including the power to sub-delegate) to any Trustee, committee (including any Academy Council), the Chief Executive or any other holder of an executive office. The Board of Trustees may also revoke or alter any such delegation.

4.3 In certain circumstances, it may become necessary for the Board to intervene and hence alter the functioning of or 'stand down' an Academy Council and appoint a Task & Finish Group to temporarily take its place or perform certain of its functions. Such a Task & Finish Group would commonly be referred to as an Interim Executive Board (IEB). Such a Task & Finish Group (IEB) may also be put in place as a transition arrangement from the point when a new academy joins the Trust.

4.4 Circumstances precipitating such a move would include:

- Identification of weak governance;
- In response to the outcome of an annual review of governance or an Ofsted inspection;
- In response to the outcome of an Ofsted inspection where there is a grading decline or an academy moves into a category of serious weakness or requiring improvement;
- Insufficient progress is being made against educational targets;
- Where there are concerns about financial matters;
- Where the safety of pupils or staff is at risk.

In this situation, the main function of the Task & Finish Group (IEB) would be to secure governance of the academy and develop a sound basis for improvement. It would be in place until the trigger was removed. Such a group is likely to be a small, focused group and will be pertinent to the needs of that academy.

At the earliest opportunity, an academy's Academy Council will assume or resume its usual role in line with the Terms of Reference.

4.5 A Task & Finish Group is not a formal standing committee of the trustees as understood by Article 101 of the Trust's Articles of Association. It is a temporary group set up to address a given task or situation over a finite period. As such, its constitution and terms of reference may be unique to that particular group. Furthermore, it is not subject to the conditions imposed by Article 101 whereby the majority of its members must be trustees.

4.6 Where an IEB is in place, the Trust will establish a Stakeholder Advisory Committee (SAC) to ensure that parents' opinions continue to be heard and form a fundamental part of the academy's recovery programme.

5. Review of and amendment to the Constitutions and Terms of Reference

- 5.1 The Secretary is required to keep under continuous review the provisions of this document and will ensure that all constitutions and terms of reference are reviewed annually with the intention of recommending to the Board and Academy Councils improvements/amendments to meet changed circumstances.
- 5.2 Individual Trustees, Academy Council Members, Principals or the Chief Finance Officer may wish to propose to the Secretary, improvements or amendments to this document. Points raised will be the subject of a report to the next convenient meeting of the Board and Academy Councils, so that a decision may be made.
- 5.3 Any amendments to this document will require the approval of the Board, following discussion with Academy Councils, unless those amendments are provided for by statute or regulation, in which case such changes will be made and notified to the Board and Academy Councils without delay.
- 5.4 The adoption of this document may amend previously approved policy or procedure and will therefore be deemed to take precedence and inform subsequent decisions. The amendments will not work retrospectively and affect previous decisions.

Trust Constitution & Terms of Reference Document Appendix 1

Board of Trustees - Constitution and Terms of Reference

1. Membership

- 1.1 The number of Trustees shall be not less than three but, (unless otherwise determined by ordinary resolution) shall not be subject to any maximum.
- 1.2 Subject to Articles 48-49 and 58, the Trust shall have the following Trustees:
 - i. up to ten Trustees appointed by the Trust Members (“Member-appointed Trustees”);
 - ii. the Chief Executive Officer, if appointed;
 - iii. parent representation will be on the Academy Councils where two parent academy council members will be elected at each Academy
- 1.3 The Trustees may appoint up to 5 Co-opted Trustees.

2. Quorum

- 2.1 The quorum for a meeting of the Trustees, and any vote on any matter thereat, shall be any three Trustees or where greater any one half (rounded up to a whole number) of the total number of Trustees holding office at the date of the meeting.
- 2.2 If the Secretary of State has appointed Additional or Further Trustees then a majority of the quorum must be made up of Additional or Further Trustees.
- 2.3 The Trustees may act notwithstanding any vacancies, but, if the number of Trustees is less than the number fixed as the quorum, the continuing Trustees may act only for the purpose of filling vacancies or of calling a general meeting.
- 2.4 The quorum for the purposes of:
 - i. appointing Parent Trustees;
 - ii. any vote on the removal of Trustees;
 - iii. any vote on the removal of the Chair of the Trustees;shall be any two-thirds (rounded up to a whole number) of the persons who are at the time Trustees entitled to vote on those respective matters.

3. Meetings

- 3.1 Subject to the Articles, the Trustees may regulate their proceedings as they think fit.
- 3.2 As provided by Article 109 of the Articles, the Board shall hold at least three meetings each year.
- 3.3 The Board has determined that it shall hold at least one meeting each term, the calendar of meeting dates to be agreed at the start of each academic year.

3.4 Chair and Vice-Chair:

- i. The Chair and Vice-Chair will be elected by the Board on an annual basis at its first meeting in the autumn term.
- ii. No Trustee employed by the Trust will act as Chair to the Board.
- iii. Where the Chair is absent from any meeting or there is at the time a vacancy in the office of the Chair, the Vice-Chair shall act as the Chair for the purposes of the meeting.
- iv. In accordance with Article 121, where there is an equal division of votes, the Chair of the meeting shall have a casting vote in addition to any other vote they may have.

3.5 Clerking:

- i. The Clerk will circulate an agenda for each meeting and papers at least 7 clear days before a Board meeting.
- ii. The Clerk will prepare notes of the meeting.

4. Delegated Powers

- 4.1 The Board has agreed a formal schedule of matters reserved for its decision, i.e. those matters which should not be delegated. As provided by article 105 of the Articles, within the Scheme of Delegation the Board has delegated to committees, including Academy Councils or equivalents, the Chief Executive Officer, Principals, the Chief Finance Officer and other holders of an executive office such of its powers or functions as it considers desirable, to be exercised by them. Those delegations may be made subject to any conditions the Board may impose and may be revoked or altered.
- 4.2 In the event of a need to make genuinely urgent decisions between meetings of the Board, and where appropriate in consultation with the Chief Executive and a relevant Committee Chair, the Chair of the Board may take action on behalf of the Board. The decisions taken and the reasons for urgency will be explained fully at the next meeting of the Board and minuted accordingly.

5. Responsibilities

- 5.1 The business of the Trust shall be managed by the Board who may exercise all the powers of the Trust as set out in the Articles.
- 5.2 The Board is responsible for ensuring that high standards of corporate governance are maintained. It will exercise its powers and functions with a view to fulfilling a largely strategic leadership role in the running of the Trust, addressing such matters as:
 - i. policy development and strategic planning, including target-setting to keep up momentum on academy improvement;
 - ii. ensuring sound management and administration of the Trust and its academies

- and ensuring that managers are equipped with relevant skills and guidance;
- iii. ensuring compliance with general legislative requirements covering data, education, employment, property and health and safety regulations;
 - iv. establishing and maintaining a transparent system of prudent and effective internal controls;
 - v. management of the Trust's financial, human and other resources;
 - vi. monitoring performance and the achievement of objectives and ensuring that plans for improvement are acted upon;
 - vii. assisting academies to be responsive to the needs of parents and the community and making them more accountable through consultation and reporting;
 - viii. setting the Trust's standards of conduct and values;
 - ix. assessing and managing risk, (including the preparation of a statement on academies risk management, for its annual report and accounts);
 - x. to be accountable to the community and to those who fund the Trust for the quality of education the Trust provides;
 - xi. to hold to account each Principal and their staff.

6. Powers

6.1 Article 5 of the Articles of Association provides that the Board shall exercise the following powers:

- i. to draw, make, accept, endorse, discount, execute and issue promissory notes, bills, cheques and other instruments, and to operate bank accounts in the name of the Trust;
- ii. to raise funds and to invite and receive contributions provided that in raising funds the Trust shall not undertake any substantial permanent trading activities and shall conform to any relevant statutory regulations;
- iii. (subject to such consents as may be required by law or required from the KES trustees as landlord/licensor where this is the case) to acquire, alter, improve and to charge or otherwise dispose of property;
- iv. to employ such staff, as are necessary for the proper pursuit of the Object and to make all reasonable and necessary provision for the payments of pensions and superannuation to staff and their dependants;
- v. to establish or support, whether financially or otherwise, any charitable companies, trusts, associations or institutions formed for all or any of the Objects;
- vi. to co-operate with other charities, other independent and maintained schools, academies and institutions within the further education sector, voluntary bodies and statutory authorities operating in furtherance of the Object and to exchange

- information and advice with them;
- vii. to pay out of funds of the Trust the costs, charges and expenses of and incidental to the formation and registration of the Trust;
 - viii. to establish, maintain, carry on, manage and develop the Academies at locations to be determined by the Trustees;
 - ix. to offer scholarships, exhibitions, prizes and awards to pupils and students, former pupils and former students and otherwise to encourage and assist the educational attainment of pupils and students and former pupils and former students;
 - x. to provide educational facilities and services to students of all ages and the wider community for the public benefit;
 - xi. to carry out research into the development and application of new techniques in education and to their approach to curriculum development and delivery and to publish the results of such research, and to develop means of benefiting from application of the experience of industry, commerce, other schools and the voluntary sector to the education of pupils in academies;
 - xii. subject to such consents as may be required by law or the KES trustees and/or by any contract entered into by or on behalf of the Trust, to borrow and raise money for the furtherance of the Object in such manner and on such security as the Trust may think fit;
 - xiii. to deposit or invest any funds of the Trust not immediately required for the furtherance of its Object (but to invest only after obtaining such advice from a financial expert as the Trustees consider necessary and having regard to the suitability of investments and the need for diversification);
 - xiv. to delegate the management of investments to a financial expert, but only on terms that:
 - the investment policy is set down in writing for the financial expert by the Trustees;
 - every transaction is reported promptly to the Trustees;
 - the performance of the investments is reviewed regularly with the Trustees;
 - the Trustees are entitled to cancel the delegation arrangement at any time;
 - the investment policy and the delegation arrangement are reviewed at least once a year;
 - all payments due to the financial expert are on a scale or at a level which is agreed in advance and are notified promptly to the Trustees on receipt; and
 - the financial expert must not do anything outside the powers of the Trustees;
 - xv. to arrange for investments or other property of the Trust to be held in the name of a nominee company acting under the control of the Trustees or of a financial

- expert acting under their instructions, and to pay any reasonable fee required;
- xvi. to provide indemnity arrangements to Trustees in accordance with, and subject to the conditions of section 232 to 235 of the Companies Act 2006. Section 189 of the Charities Act 2011 or any provision of law applicable to charitable companies and any such indemnity is limited accordingly;
 - xvii. to establish subsidiary companies to carry on any trade or business for the purpose of raising funds for the Trust;
 - xviii. to do all such other lawful things as are necessary for or are incidental to or conducive to the achievement of the Object.

6.2 Articles 93-96 further provide that the Board shall have the following powers:

- i. the business of the Trust shall be managed by the Trustees who may exercise all the powers of the Trust;
- ii. to expend the funds of the Trust in such manner as the Trustees shall consider most beneficial for the achievement of the Object and to invest in the name of the Trust such part of the funds as they may see fit and to direct the sale or transposition of any such investments and to expend the proceeds of any such sale in furtherance of the Object;
- iii. to enter into contracts on behalf of the Trust;
- iv. any bank account in which any money of the Trust is deposited shall be operated by the Trustees in the name of the Trust. All cheques and orders for the payment of money from such an account shall be signed by at least two signatories authorised by the Trustees.

7. Duties

7.1 The Board shall undertake the following duties to:

- i. agree constitutional matters, including procedures where the Board has discretion;
- ii. recruit new members as vacancies arise and to facilitate the appointment of new governors where appropriate;
- iii. appoint or remove the Chair and Vice-chair;
- iv. appoint or remove the Company Secretary and the Clerk to the Board;
- v. establish Academy Councils and relevant Committees and Task and Finish Groups and determine their constitution and terms of reference;
- vi. suspend a Trustee;
- vii. appoint or remove the Principals and other senior post-holders;
- viii. decide which functions of the Board will be delegated to Committees and individuals;

- ix. receive reports from any individual or Committee to whom a decision has been delegated and to consider whether any further action by the Board is necessary;
- x. approve the annual Trust budget prior to the start of the financial year;
- xi. review the Scheme of Delegation annually;
- xii. make the appropriate Policy approvals as provided for by the Policy Approval Schedule;
- xiii. ensure that there are effective confidential reporting arrangements;
- xiv. ensure that a Register of Interests is kept and maintained by the Company Secretary;
- xv. ensure that any pecuniary or conflicts of interests are declared at each meeting of the Board and Academy Councils.

Trust Constitution & Terms of Reference Document Appendix 2

Finance & Operations Committee Constitution and Terms of Reference

1. Membership

- 1.1 The Committee will be composed of between 3 and 5 committee members.
- 1.2 The membership of the Committee may include persons who are not Trustees, provided that a majority of Committee members are Trustees.
- 1.3 The membership of the Committee will be agreed on an annual basis at the first meeting of the Board in the autumn term.

2. Quorum

- 2.1 The quorum for the Committee is any one half (rounded up to the nearest whole number) of the members of the Committee.

3. Meetings

- 3.1 The Committee will meet as often as is necessary to fulfil its responsibilities and at least once each term. Work will be scheduled to be consistent with the Trust's Annual Governance Business Planner.

3.2 Chairing:

- i. The Chair of the Committee will be elected by the Board of Trustees on an annual basis at the first meeting in the autumn term.
- ii. In the absence of the Chair the Committee will elect a temporary replacement from among the Trustees present at the Committee meeting.

3.3 Clerking:

- i. The Clerk to the Committee will circulate an agenda for each meeting and papers at least a week before the Committee meeting.
- ii. The Clerk will take notes of the meeting

- 3.4 Attendance at the meeting, issues discussed and recommendations for decisions will be recorded. The written record will be prepared in sufficient time for its inclusion on the agenda and papers of the next meeting of the Board to:

- i. ensure compliance with statutory requirements;
- ii. to provide information to the Board;
- iii. to seek approval of recommendations;

iv. to report the discharge of any delegated powers.

- 3.5 All members of the Committee may vote at Committee meetings. Where necessary, the elected Chair of the Committee may have a casting vote.
- 3.6 Trustees should ensure that any pecuniary or conflicts of interest relating to the specific agenda are declared at each meeting by everyone present.

4. Delegated Powers

- 4.1 See the Financial Regulations and Scheme of Delegation.
- 4.2 The Committee is authorised to invite attendance at its meetings from persons to assist or advise on a particular matter or range of issues, including members of Academy staff or other Trustees.
- 4.3 In the event of a need to make genuinely urgent decisions between meetings, the Chair of the Board, in consultation with the Chief Executive and the Committee Chair, will take appropriate action on behalf of the Committee. The decisions taken and the reasons for urgency will be explained fully at the next meeting of the Board.

5. Key Responsibilities

- 5.1 The Committee will be responsible for the detailed consideration as to the best means of fulfilling the Trust's responsibility to ensure sound management of the Trust and Academy finances and resources, including proper planning, monitoring and probity.
- 5.2 To receive reports from members of Academy staff about matters relating to any of the issues listed in their terms of reference.
- 5.3 To scrutinise the Trust and Academy budgets and finance, most particularly by:
- i. assisting to promote the highest standards of propriety in the use of public funds and encourage proper accountability for the use of those funds;
 - ii. promoting a climate of financial discipline and control which will help to reduce the opportunity for financial mismanagement;
- 5.4 The Chair of the Committee will be responsible for giving an oral summary of the Committee's deliberations if necessary at meetings of the Board.

6. Key Tasks

6.1 Finance

- i. To consider each Academies indicative funding, notified annually by the DfE and to assess its implications, in consultation with Principals, the CEO and the Chief Finance Officer, in advance of the financial year, drawing any matters of significance or concern to the attention of the Board.

- ii. To consider and recommend acceptance/non-acceptance of the Trust's budget, at the start of each financial year.
- iii. To ensure budgets are consistent with each Academy's Development Plan and Trust Strategic Plan priorities.
- iv. To receive and make recommendations on the broad budget headings and areas of expenditure to be adopted each year, including the level and use of any contingency fund or balances, ensuring the compatibility of all such proposals with the development priorities set out in the development plan.
- v. To liaise with and receive reports from ACs and to make recommendations to ACs about the financial aspects of matters being considered by them.
- vi. To monitor and review income and expenditure on a regular basis and ensure compliance with the overall financial plan for the Trust, and with the Academies Financial Handbook, drawing any matters of concern to the attention of the Board.
- vii. To monitor and review procedures for ensuring the effective implementation and operation of financial procedures, on a regular basis, including approving and reviewing treasury management policy and application, the implementation of bank account arrangements and, where appropriate to make recommendations for improvement.
- viii. To receive the financial statement to form part of the Annual Report of the Trust and for filing in accordance with Companies Act requirements.
- ix. To review the Trust's internal and external financial statements and reports to ensure that they reflect best practice.
- x. To review the financial implications of the decisions made by the Performance Management Committee.

6.2 IT

- i. To oversee and monitor academy developments with regard to IT strategy and implementation.

6.3 Academy Premises

- i. To oversee and monitor Academy activities relating to the security of premises and equipment;
- ii. In consultation with the Principal to oversee premises related funding bids;
- iii. To approve the drawing up of a Building Development Programme and Asset Management Plan;
- iv. To monitor Academy activities and advise the Board on matters relating to capital development projects and make recommendations to the Board.

6.4 **Policy and Governance**

- i. To recommend, monitor and evaluate assigned statutory policies and documents, such as the Financial Management Policies
- ii. To act upon any recommendations made by other committees and to consider any other matters where requested to do so by the Board, and
- iii. To report to the Board on the discharge of all the above duties;

Trust Constitution & Terms of Reference Document Appendix 3

Audit & Risk Committee - Constitution and Terms of Reference

1. Membership

- 1.1 The Committee will be composed of between 3 and 5 committee members.
- 1.2 The membership of the Committee may include persons who are not Trustees, provided that a majority of Committee members are Trustees.
- 1.3 The membership of the Committee will be agreed on an annual basis at the first meeting of the Board in the autumn term.

2. Quorum

- 2.1 The quorum for the Committee is any one half (rounded up to the nearest whole number) of the members of the Committee.

3. Meetings

- 3.1 The Committee will meet as often as is necessary to fulfil its responsibilities and at least once each term. Work will be scheduled to be consistent with the Trust's Annual Governance Business Planner.
- 3.2 **Chairing:**
 - i. The Chair of the Committee will be elected by the Board of Trustees on an annual basis at the first meeting in the autumn term.
 - ii. In the absence of the Chair the Committee will elect a temporary replacement from among the Trustees present at the Committee meeting.
- 3.3 **Clerking:**
 - i. The Clerk to the Committee will circulate an agenda for each meeting and papers at least a week before the Committee meeting.
 - ii. The Clerk will make notes of the meeting
- 3.4 Attendance at the meeting, issues discussed and recommendations for decisions will be recorded. The written record will be forwarded in sufficient time for its inclusion on the agenda and papers of the next meeting of the Board to:
 - i. ensure compliance with statutory requirements;
 - ii. to provide information to the Board;
 - iii. to seek approval of recommendations;
 - iv. to report the discharge of any delegated powers.
- 3.5 All members of the Committee may vote at Committee meetings. Where necessary, the elected Chair of the Committee may have a casting vote.
- 3.7 Trustees should ensure that any pecuniary or conflicts of interest relating to the specific

agenda are declared at each meeting by everyone present.

4. Delegated Powers

- 4.1 See the Financial Regulations and Scheme of Delegation.
- 4.2 The Committee is authorised to invite attendance at its meetings from persons to assist or advise on a particular matter or range of issues, including members of Academy staff and other Trustees.
- 4.3 In the event of a need to make genuinely urgent decisions between meetings, the Chair of the Board, in consultation with the Chief Executive and the Committee Chair, will take appropriate action on behalf of the Committee. The decisions taken and the reasons for urgency will be explained fully at the next meeting of the Board.

5. Key Responsibilities

- 5.1 To scrutinise the Trust and Academy internal controls systems and risk management arrangements, most particularly by:
 - i. assisting to promote the highest standards of propriety in the use of public funds and encourage proper accountability for the use of those funds;
 - ii. improving the quality of financial reporting by reviewing the external financial statements and reading the reports of the external auditors;
 - iii. promoting a climate of financial discipline and control which will help to reduce the opportunity for financial mismanagement; and
 - iv. promoting the development of internal controls and risk management systems which will help satisfy the Board that the Trust and its Academies will achieve their objectives and targets and are operating:
 - in accordance with any statutory requirements for the use of public funds;
 - within delegated authorities laid down by Board of Trustees;
 - in a manner which will make most economic and effective use of resources available.
- 5.2 The Chair of the Committee will be responsible for giving an oral summary of the Committee's deliberations if necessary at meetings of the Board.

6. Key Tasks

6.1 Finance

- i. To monitor and review procedures for ensuring the effective implementation and operation of financial procedures, on a regular basis, for example, the implementation of bank account arrangements and, where appropriate to make recommendations for improvement.
- ii. To receive the financial statements and for filing in accordance with Companies

Act requirements.

- iii. To review the Trust's financial statements to ensure that they reflect best practice.

6.2 Audit

- i. To receive auditors' reports and to recommend to the Board action as appropriate in response to audit findings
- ii. To discuss with the external auditor the nature and scope of each forthcoming audit and to ensure that the external auditor has the fullest co-operation of staff;
- iii. To consider all relevant reports by the Comptroller and Auditor General or the appointed external auditor, including reports on the body's accounts, achievement of value for money and the response to any management letters;
- iv. To review the effectiveness of the Trust and Academy internal control systems established to ensure that the aims, objectives and key performance targets of the Trust are achieved in the most economic, effective and environmentally preferable manner;
- v. To ensure that the Trust's internal audit provision meets, or exceeds, relevant standards and complies in all other respects with relevant guidelines and meets agreed levels of service;
- vi. To consider and advise the Trust on the its annual and long-term audit programme;
- vii. To consider internal audit reports, including value-for-money reports and the arrangements for their implementation;
- viii. To assess the effectiveness and resources of the external auditor in order to provide a basis for decisions by the Trust's Members about the auditor's reappointment or dismissal or retendering and to make appropriate recommendations to the Board.

6.3 Health and Safety

- i. To oversee and monitor the Trust's Health and Safety policies and procedures.
- ii. To monitor and review procedures for ensuring the effective implementation and operation of risk assessment processes on a regular basis and where appropriate to make recommendations for improvement.

6.4 Risk Management

- i. To recommend to the Board a risk management framework and policy;
- ii. To receive and consider risk management reports at each meeting of the Committee.

6.5 Data Security

- i. To oversee and monitor the Trust's Data Security policies and procedures including GDPR.

- ii. To monitor and review procedures for ensuring the effective implementation and operation of data security control processes on a regular basis and where appropriate to make recommendations for improvement.

6.6 Policy and Governance

- i. To recommend, monitor and evaluate assigned statutory policies and documents, such as the Financial Regulations and Risk Management Framework and Trust Strategy.
- ii. To act upon any recommendations made by other committees and to consider any other matters where requested to do so by the Board; and
- iii. To report to the Board on the discharge of all the above duties.

Trust Constitution & Terms of Reference Document Appendix 4

HR & Wellbeing Committee – Constitution and Terms of Reference

1. Membership

- 1.1 The Committee will be composed of between 3 and 5 committee members.
- 1.2 The membership of the Committee may include persons who are not Trustees, provided that a majority of Committee members are Trustees.
- 1.3 The membership of the Committee will be agreed on an annual basis at the first meeting of the Board in the autumn term.

2. Quorum

- 2.1 The quorum for the Committee is any one half (rounded up to the nearest whole number) of the members of the Committee.

3. Meetings

- 3.1 The Committee will meet as often as is necessary to fulfil its responsibilities and at least each October and June.

3.2 Chairing:

- i. The Chair of the Committee will be elected by the Board of Trustees on an annual basis at the first meeting in the autumn term.
- ii. In the absence of the Chair, the Committee will elect a temporary replacement from among the Trustees present at the Committee meeting.

3.3 Clerking:

- i. The Clerk to the Committee will circulate an agenda and papers for each meeting at least a week before the Committee meeting.
- ii. The Clerk will take notes of the meeting.

- 3.4 Attendance at the meeting, issues discussed and recommendations for decisions will be recorded. The written record will be prepared in sufficient time for its inclusion on the agenda and papers of the next meeting of the Board to:

- i. ensure compliance with statutory requirements;
- ii. to provide information to the Board;
- iii. to seek approval of recommendations;
- iv. to report the discharge of any delegated powers.

- 3.5 All members of the Committee may vote at Committee meetings. Where necessary, the elected Chair of the Committee may have a casting vote.
- 3.6 Trustees should ensure that any pecuniary or conflicts of interest relating to the specific agenda are declared at each meeting by everyone present.

4. Delegated Powers

- 4.1 See the Financial Regulations and Scheme of Delegation.
- 4.2 The Committee is authorised to invite attendance at its meetings from persons to assist or advise on a particular matter or range of issues, including members of Academy staff or other Trustees.
- 4.3 In the event of a need to make genuinely urgent decisions between meetings, the Chair of the Board, in consultation with the Chief Executive and the Committee Chair, will take appropriate action on behalf of the Committee. The decisions taken and the reasons for urgency will be explained fully at the next meeting of the Board.

5. Key Responsibilities

- 5.1 The Committee will be responsible for the detailed consideration as to the best means of fulfilling the Trust's responsibility to ensure sound management of the Trust's Human Resources (HR).
- 5.2 To review and recommend HR policy and strategy and to monitor the impact on organisational performance.
- 5.3 To monitor and review pay awards across the Trust annually to ensure they remain in line with expectations in terms of the Pay Policy and to act on the recommendations of the Finance & Operations Committee to operate within the pay costs as a % of income targets.
- 5.4 To receive reports from members of staff about matters relating to any of the issues listed in these terms of reference.
- 5.5 The Chair of the Committee will be responsible for giving an oral summary of the Committee's deliberations if necessary at meetings of the Board.

6. Key Tasks

- 6.1 To develop, review and oversee the implementation of the Trust's human resource policies and to monitor the impact of these via KPIs, i.e. in relation to such matters as turnover, sickness absence, recruitment, grievances and employee satisfaction.
- 6.2 To draft and keep under review staffing structures in consultation with Principals for Academies and the Chief Executive for the central Trust.
- 6.3 To approve redundancies where they exceed the specified limits as set out below:
The CEO to have delegated authority to approve redundancies within the limits identified. Should the proposed redundancies exceed or breach those limits then approval will rest with the Committee.

No more than 6 redundancies at secondary level or 3 at primary level to not exceed 20% of the affected staff under any one staffing review process at any one academy;

Not to include senior leaders;

Not to include pension strain costs;

Not to make major changes to organisational/management structures within Academies.
- 6.4 To approve a Trust Pay Policy for recommendation to the Board following appropriate consultation as required and ensure it is applied equitably across the Trust.
- 6.5 Following the report from the annual School Teachers Review Body, to approve for recommendation to the Board, the cost of living pay awards for teachers and leadership including related allowances.
- 6.6 Following the receipt of the outcome of annual national pay award negotiations for support staff, to approve for recommendation to the Board the cost of living pay award.
- 6.7 To approve and recommend to the Board the cost of living pay award for Trust senior postholders on management contracts and outside the pay review mechanisms above.
- 6.8 To approve the outcomes of annual performance appraisal processes in relation to incremental progression for Trust teachers, leadership and support staff.
- 6.9 To receive and propose to the Board recommendations from Principals relating to the pay of members of staff falling outside the guidelines of the Pay Policy.
- 6.10 To monitor additional payments awarded by the Principals (after agreement with the Chief Executive) outside the set budget parameters.
- 6.11 To monitor and review academy staff and central Trust staff performance management and appraisal processes and procedures in line with the agreed policy.
- 6.12 To approve and recommend to the Board outcomes of annual performance management and appraisal processes for central Trust senior postholders on management contracts.

- 6.13 To approve and recommend to the Board the terms and conditions including remuneration for central Trust senior post-holders on management contracts in the light of affordability and related benchmarking data.
- 6.14 To determine the terms and conditions including remuneration for central Trust staff posts (other than central Trust senior post-holders on management contracts) in the light of affordability and related benchmarking data.
- 6.15 To keep under review arrangements for staff work/life balance, working conditions and well-being, the development and implementation of which will be for academy Principals and, in the case of central Trust staff, the Chief Executive.
- 6.15 To act upon any recommendations made by other committees and to consider any other matters where requested to do so by the Board, and
- 6.16 To report to the Board on the discharge of all the above duties.

Trust Constitution & Terms of Reference Document Appendix 5

Board of Trustees - Hearings Committee - Constitution and Terms of Reference

1. Membership

- 1.1 The Committee will be comprised of the Board of Trustees who may be called at any time to form a Panel of three Trustees to conduct a hearing.
- 1.2 Any Trustee with prior knowledge of the issue to be heard will be disqualified from being a member of the Panel.
- 1.4 The Committee will be supported by a member of the HR team to advise on procedures under 4.1 below.

2. Quorum

- 2.1 The quorum for a Panel is three Trustees.

3. Meetings

- 3.1 Panel hearings will take place as required.
- 3.2 **Chairing:**
 - i. The Chair for any meeting will be elected by the Trustees at that meeting.
- 3.3 **Clerking:**
 - i. The Clerk will clerk Panel hearings.
 - ii. The Clerk will take confidential notes of the meetings.

4. Committee Tasks

- 4.1 To make a determination under the personnel procedures where a Principal, Chief Finance Officer or other central roles are the subject of the action.
- 4.2 To make a determination as to whether or not to remove a Trustee or Academy Council Member.

Trust Constitution & Terms of Reference Document Appendix 6

Board of Trustees - Appeals Committee - Constitution and Terms of Reference

1. Membership

- 1.1 The Committee will be comprised of the Board of Trustees who may be called at any time to form a Panel of three Trustees to conduct a hearing.
- 1.2 Any member of the Hearings Panel will be disqualified from being a member of the Appeals Panel.
- 1.3 Any Trustee with prior knowledge of the appeal to be heard will be disqualified from being a member of the Panel.
- 1.4 The Committee will be supported by a member of the HR team to advise on procedures under 4.1 and 4.2 below.

2. Quorum

- 2.1 The quorum for a Panel is three Trustees.

3. Meetings

- 3.1 Panel hearings will take place as required.
- 3.2 **Chairing:**
 - i. The Chair for any meeting will be elected by the Trustees at that meeting.
- 3.3 **Clerking:**
 - i. The Clerk will clerk Panel hearings.
 - ii. The Clerk will take confidential notes of the meetings.

4. Committee Tasks

- 4.1 To make a determination on appeal after a decision by a Hearings Committee under the personnel procedures where the Principal, Chief Finance Officer or other central roles are the subject of the action.
- 4.2 To make a determination on appeals in relation to Pay reviews following the Appraisal process.
- 4.3 To make a determination on an appeal after a decision to remove a Trustee or Academy Council Member.

Trust Constitution & Terms of Reference Document Appendix 7

Academy Council (AC)- Constitution and Terms of Reference

1. Membership

- 1.1 The Master Funding Agreement provides that the membership of an AC shall be for the Trust to decide, but the Trust will, as a minimum, ensure that:
- i. a minimum of two parents of a student at the Academy (to be elected by the parents of registered students of the Academy) shall be a member of the AC;
 - ii. Trustees may be members of an AC.
- 1.2 In accordance with this provision the Trust has determined that the following numbers and categories of governors shall be appointed:
- i. a maximum of 8 Trust-appointed Governors;
 - ii. 2 parent academy council members;
 - iii. The AC may appoint up to two co-opted academy council members.

2. Quorum

- 2.1 The quorum for a meeting of the Academy Council members and any vote on any matter thereat, shall be three Academy Council members, or, where greater, any one half (rounded up to a whole number) of the total number of Academy Council members holding office at the date of the meeting.

3. Meetings

- 3.1 The Board has determined that each AC shall hold at least one meeting each term, the calendar of meeting dates to be agreed at the start of each academic year.
- 3.2 **Chair and Vice-chair:**
- i. The Chair shall be appointed by the Trust and the Vice-chair will be elected on an annual basis at the first meeting in the autumn term.
 - ii. Where the Chair is absent from any meeting or there is at the time a vacancy in the office of the Chair, the Vice-chair shall act as the chair for the purposes of the meeting. In the absence of the Chair or Vice Chair, Academy Council members will elect a temporary replacement from among the Academy Council members present at the meeting.
 - iii. Where there is an equal division of votes, the Chair shall have a casting vote in addition to any other vote they may have.

3.3 Clerking:

- i. The Clerk will circulate an agenda for each meeting and papers at least 7 clear days before an AC meeting.
- ii. The Clerk will make notes of the meeting.

4. Delegated Powers

- 4.1 The Board has agreed a formal schedule of matters reserved for its decision, i.e. those matters which should not be delegated. As provided by article 105 of the Articles, within the Scheme of Delegation the Board has delegated to Academy Councils such of its powers or functions as it considers desirable, to be exercised by them. Those delegations may be made subject to any conditions the Board may impose and may be revoked or altered.
- 4.2 In the event of a need to make genuinely urgent decisions between meetings of the AC, and where appropriate in consultation with the Principal, the Chair of the AC may take action on behalf of the AC, within the terms of the power delegated to the Academy Council. The decisions taken and the reasons for urgency will be explained fully at the next meeting of the AC and Board and minuted accordingly.
- 4.3 The AC may set up sub-committees and /or working groups to help in the execution of its duties, should it see fit to do so. It is expected that such sub-groups will report back to the AC on their deliberations and recommendations. Delegated powers rest with the AC itself and not with its sub-groups.

5. Role

- 5.1 As provided by the Master Funding Agreement, the role of the Academy Council shall be to provide advice to the Trust in relation to the functioning of that Academy.
- 5.2 This advisory role will:
 - i. ensure a level of local accountability and representation;
 - ii. serve as a safeguard against centralised decision making by taking account of local circumstances;
 - iii. provide essential local representation of parents and the community.
- 5.3 The Trust must ensure that any advice of the Academy Council is brought to the attention of the Board.

6. Responsibilities

- 6.1 As provided by the Master Funding Agreement the responsibilities of ACs shall be for the Trust to decide.
- 6.2 In furtherance of this provision the Trust has determined that ACs shall discharge the

powers and function as delegated to them, most particularly by advising on / recommending and monitoring a matter so delegated.

- 6.3 To be accountable to the community and to those who fund the academy trust for the quality of education the academy provides.
- 6.4 To hold to account the Principal and staff.

7. Tasks

7.1 ACs will support the Principal by:

- i. contributing to, reviewing and monitoring progress against the Academy Development Plan (ADP) and Academy Self Evaluation Form (SEF) with a view to achieving sustained school improvement;
- ii. working to raise standards by regularly monitoring students' academic progress, attainment and achievement against targets including those students with SEN / for whom English is an additional language / who are Most Able / with a disability / with Pupil Premium funding/ who are Looked After Children (LAC);
- iii. reviewing and monitoring the quality of teaching and its impact on learning;
- iv. monitoring the quality and scope of the curriculum and its impact upon learning and achievement;
- v. reviewing the academy's safeguarding and child protection procedures;
- vi. ensuring provision for the spiritual, moral, social and cultural (SMSC) development of students; personal, social, health education (PSHE) and citizenship and the promotion of modern British values and strategies to avoid radicalisation;
- vii. having oversight of issues relating to admissions and attendance;
- viii. monitoring student behaviour and discipline, including exclusions, and promoting student welfare;
- ix. assessing the academy's annual budget for submission to and approval by the Trust Board especially in relation to the academy's development priorities;
- x. ensuring the academy works within its budget by monitoring management accounts and financial issues;
- xi. reviewing the academy risk register and the implementation of mitigating actions;
- xii. contributing to the development and review of an appropriate staffing structure, and ensuring that the performance management of staff is robust and focused on the academy's strategic priorities and on improving outcomes;
- xiii. developing effective links within the academy's community, including the active engagement of key stakeholders such as parents;

- xiv. seeking to benefit from collaboration with other academies/schools with the aim of improving economic efficiencies or identifying and implementing best practice;
 - xv. having oversight of the effects of the premises / accommodation / equipment on the provision of education;
 - xvi. overseeing and monitoring the academy's activities relating to the security of academy premises and equipment; and the programme of repairs and maintenance;
 - xvii. monitoring academy health & safety activity and implementation;
 - xviii. monitoring the promotion of inclusion, equality and diversity;
 - xix. providing panel members for exclusion hearings and appeals, when needed;
 - xx. having oversight of procedures for handling complaints and providing complaints panel members, when needed;
- 7.2 To receive reports from members of staff and to study data and information (both internal and external) about matters relating to any of the issues listed in their terms of reference.
- 7.3 To engage fully with any inspection of the academy, whether by the Trust Board, Regional Schools Commissioner, Ofsted or any other appropriate public body to whom the academy is accountable;
- 7.4 To respond to relevant issues in an Ofsted report and ensure priority areas for development identified by Ofsted and/or by the Trust Board are addressed.
- 7.5 To monitor and evaluate at regular intervals the policies and documents allocated for review and approval by the AC, as identified in the Policy Approval Schedule.
- 7.6 To make structured visits to the academy when and where appropriate to inform decision-making.
- 7.7 To bring relevant matters, issues, concerns and recommendations to the attention of the Board of Trustees and /or members of the Trust's executive team.
- 7.8 To ensure that any pecuniary or conflicts of interest are declared at each meeting by everyone present.
- 7.9 To undertake the role of 'critical friend' of the academy's senior leadership team by:
- i. offering support, constructive advice, a sounding board for ideas, a second opinion on proposals and help where needed;
 - ii. challenging, asking questions, requesting information, improving proposals and seeking to arrive at the best solution;
 - iii. holding senior leaders to account for all aspects of the academy's performance;
 - iv. acting as an advocate promoting the interests of the academy trust, its academy and students to the community.
 - v. monitoring the implementation and impact of the decisions it has made.

Trust Constitution & Terms of Reference Document Appendix 8

Academy Council (AC) Learner Discipline Committee - Constitution and Terms of Reference

1. Membership

- 1.1 The Committee will be comprised of the members of any of the Trust's ACs who may be called at any time to form a Panel of three Academy Council members to conduct a hearing.
- 1.2 Any Academy Council member with prior knowledge of the student or the incident will be disqualified from being a member of the Panel.
- 1.3 All Academy Council members must undertake training to enable them to carry out their roles effectively.

2. Quorum

- 2.1 The quorum for a Panel is three Academy Council members.

3. Meetings

- 3.1 Panel Hearings will take place as required and in accordance with statutory time limits.
- 3.2 **Chairing:**
 - i. The Chair for any meeting will be elected by the Academy Council members at the Panel hearing.
- 3.3 **Clerking:**
 - i. The Clerk will take confidential notes of the meetings.

4. Committee Tasks

- 4.1 To consider representations from parents in the case of exclusions of 5 days or less.
- 4.2 To consider representations from parents in the case of exclusions totalling more than 5 but not more than 15 school days in one term.
- 4.3 To consider the appropriateness of any permanent exclusion or any exclusion where one or more fixed period exclusions total more than 15 school days in one term or where a student is denied the chance to take a public examination.
- 4.4 To make recommendations where necessary on the working of the Behaviour Policy.

Trust Constitution & Terms of Reference Document Appendix 9

Academy Council (AC) Hearings Committee - Constitution and Terms of Reference

1. Membership

- 1.1 The Committee will be comprised of the members of any of the Trust's ACs who may be called at any time to form a Panel of three Academy Council members to conduct a hearing.
- 1.2 Any Academy Council member with prior knowledge of the matter to be heard will be disqualified from being a member of the Panel.
- 1.3 The Committee will be supported by a member of the HR team to advise on procedures under 4.1 below.

2. Quorum

- 2.1 The quorum for the Panel is three Academy Council members.

3. Meetings

- 3.1 Panel hearings will take place as required.
- 3.2 **Chairing:**
 - i. The Chair for any meeting will be elected by the Academy Council members at the Panel hearing.
- 3.3 **Clerking:**
 - i. The Clerk will take confidential notes of the meetings.

4. Committee Tasks

- 4.1 To make any decisions relating to any member of Academy staff other than a Principal under the personnel procedures (unless delegated to the Principal).
- 4.2 To make any determination or decision under the Complaints Policy for parents and others.

Trust Constitution & Terms of Reference Document Appendix 10

Academy Council (AC) Appeals Committee - Constitution and Terms of Reference

1. Membership

- 1.1 The Committee will be comprised of the members of any of the Trust's ACs who may be called at any time to form a Panel of three Academy Council members to conduct a hearing.
- 1.2 Any Academy Council member with prior knowledge of the appeal to be heard will be disqualified from being a member of the Panel.
- 1.3 The Committee will be supported by a member of the HR team to advise on procedures under 4.1 and 4.2 below.

2. Quorum

- 2.1 The quorum for the Panel is three Academy Council members.

3. Meetings

- 3.1 Panel hearings will take place as required.
- 3.2 **Chairing:**
 - i. The Chair for any meeting will be elected by the Academy Council members at the Panel hearing.
- 3.3 **Clerking:**
 - i. The Secretary / Clerk will take confidential notes of the meetings.

4. Committee Tasks

- 4.1 To make a determination on appeal after a decision by the Hearings Committee relating to any Academy member of staff other than a Principal under the personnel procedures.
- 4.2 To make a determination on appeal in relation to Pay reviews following the Appraisal process.
- 4.3 To make a determination on appeal after a decision by the Hearings Committee under the Complaints Policy for parents and others.