

JAMES MONTGOMERY ACADEMY TRUST

SCHEME OF DELEGATION

EFFECTIVE DATE: 01ST DECEMBER 2025

1. Introduction

1.1 As a charity and company limited by guarantee, the James Montgomery Academy Trust (JMAT), (the “Company”) is governed by a Board of Trustees (the “Trustees”) who are responsible for, and oversee, the management and administration of the Company and the academies run by the Company; and this school is one of the academies.

1.2 This Scheme of Delegation has been put in place by the Trustees from the effective Date in accordance with the provisions of the Company’s Articles of Association (the “Articles”) and should be read in conjunction with those Articles and any terms used in the Articles.

1.3 This Scheme of Delegation will apply to all academies for which the Academy Trust is responsible (the “Academies”) and details for each individual academy, will be set out in Appendix 2 to this Scheme of Delegation.

1.4 If the Academy is a designated Church of England school, the Trustees are also accountable both to the Sheffield Diocesan Board of Education (to ensure that the Academy is conducted as a Church of England school) and to any persons or body who holds the land used by the Academy on trust to ensure that the objects of such trust are upheld and the land is used for purposes which are consistent with the objects of the Trust. At present the Church of England schools in the Trust are Mexborough St John the Baptist C of E Primary School, Wath C of E Primary School, Brampton the Ellis C of E Primary School, All Saints Hooton Pagnell C of E Primary School and Clifford All Saints C of E Primary School.

1.5 The Trustees are accountable to external government agencies including the Charity Commission and the Department for Education (including any successor bodies) for the quality of the education they provide, and they are required to have systems in place through which they can assure themselves of quality, safety and good practice.

1.6 In order to discharge these responsibilities, the Trustees appoint people who are more locally based to serve on a board (the “Local Advisory Board” or LAB) established to ensure the expertise, knowledge and skills will offer community advice to the board of Trustees.

1.7 The Local Advisory Board shall be the “Advisory Body” for the Academy as required by the Master Funding Agreement entered into between the Company and the Secretary of State (the “Secretary of State”)

1.8 The function of the Local Advisory Board shall be to:

1.8.1 Offer support and advice to strengthen specific aspects of school life.

1.8.2 Provide local oversight and support for the academy trust.

1.8.3 Act as a link between the academy, parents and wider community.

1.8.4 Advises the Trust Board on local contextual issues.

1.8.5 Championing the school's values and community relationships.

1.9 This Scheme of Delegation explains the ways in which the Trustees fulfil their responsibilities for the leadership and management of the Academy, the respective roles and responsibilities of the Trustees and the members of the Local Advisory Board and the commitments to each other to ensure the success of the Academy.

2. Excellence and equity for all children in the JMAT context

2.1 Education is inevitably a process of change; it is self-evident that no child starting school will be the same when they leave. What is important is that the change is for the good and that the guiding principles of that change are based on sound educational, moral and for Church schools Christian precepts.

2.2 To achieve that state children must be highly literate and numerate so that they can access all that the world has to offer. The curriculum will enable children to use technology confidently and competently to help them on that journey. Life's fullness also requires each child to know about the world and its history, to be able to appreciate and create art and music in their many forms, and to have fit, active minds and bodies.

2.3 A person who can truly be described as educated does not just have a vast bank of knowledge; they have the ability to use that knowledge for their own good and for the good of humanity. The development of a strong spiritual and moral framework is an essential part of the education that will be on offer.

2.4 All schools will have a high-quality Religious Education through which children will learn about Christianity and other world religions; this in turn will help them better to understand other people's points of view and learn to live in harmony with those around them.

2.5 In church schools the school's distinctiveness is of great significance where creativity of approach is encouraged in order to seek the demonstration of the impact of their Christian character on the daily life of the school. This will be formally measured during their Section 48 inspection.

2.6 Every child is unique and precious and must be given the chance to develop in a healthy, safe and secure environment, and to have their individual skills, talents and spiritual, cultural and emotional development nourished so that they bloom and

prosper. Enriched by life-long learning and service to others, each one will be offered the opportunity to experience life in all its fullness.

2.7 The Trustees and the Local Advisory Board recognise their responsibility towards the common good, not just of the Academies for whom the Company is responsible and the Diocesan family of schools, but of all the families and communities in the areas served by the Company. In light of the principle of common good, the Local Advisory Board also acknowledges the desire and obligation of the Trustees to put in place measures to ensure that any Academy for whom the Company is responsible is supported when the need arises.

2.8 The Local Advisory Board also recognise the responsibility of the Trustees and Company as sponsor, including any officer appointed with the express purpose of achieving and maintaining school improvement, to support those schools that are inadequate or requiring improvement to ensure their long-term sustainability. Any school improvement plan will be the object of discussions between the Trustees, Company and the school concerned. Any school improvement plan will take account of the Secretary of State's concerns and will identify measurable objectives and milestones for improvement.

3. Trustees' powers and responsibilities

3.1 The Trustees have overall responsibility and ultimate decision-making authority for all the work of the Company, including the establishing and running of schools. This is exercised through strategic planning, the setting of policy, business planning, monitoring of budgets, appraisal, the setting of standards and the implementation of quality management processes. The Trustees have the power to direct change where required

3.2 The Trustees have a duty to act in the fulfilment of the Company's objects. As Church of England Schools are part of the James Montgomery Academy Trust, the Trustees also have a duty to the Diocese of Sheffield Board of Education and the Bishop of Sheffield to uphold the object of the Company.

3.3 Trustees will have regard to the interests of the other academies for which the Company is responsible in deciding and implementing any policy or exercising any authority in respect of an individual Academy.

3.4 Article 100 provides for the appointment by the Trustees of committees to whom the Trustees may delegate certain of the functions of the Trustees. In further recognition of the Trustees' power to delegate under Articles 101 and 105, local insight, experience and knowledge will help strengthen the profile of each academy through investigation and challenge of a Local Advisory Board to lead to an advisory report for Trustee consideration.

3.4 The constitution, membership and proceedings of the Local Advisory Board are determined by the Trustees.

4. CONSTITUTION OF THE LOCAL ADVISORY BOARD

4.1 Members of the Local Advisory Board

4.1.1 The number of people who shall sit on the Local Advisory Board shall be not less than three but unless otherwise determined by the Trustees shall not be subject to any maximum.

4.1.2 The Local Advisory Board shall have the following members:

4.1.2.1 up to 4 members, appointed under clause 4.2.1; considered foundation governors.

4.1.2.2 1 staff member, nominated in connection to the thematic investigation chosen.

4.1.2.3 a maximum of 4 parent members elected or appointed under clause 4.2.5;

4.1.2.4 the Head teacher/ Executive Head of the Academy; who will be considered as an ex officio appointment

4.1.2.5 In a C of E school a Parish Priest appointed by the COMPANY; where there is more than one Parish, two Parish Priests may be appointed; and

4.1.2.6 any additional members, if appointed by the Trustees at the request of the Secretary of State of Education (the "Secretary of State") pursuant to clause 102c) of the Master Funding Agreement entered into between the Company and the Secretary of State governing the affairs of the Company;

4.1.3 The Local Advisory Board may also have co-opted members appointed under clause 4.3.

4.1.4 The Trustees (all or any of them) shall also be entitled to serve on the Local Advisory Board. Any Trustee attending a meeting of the Local Advisory Board shall count towards the quorum for the purposes of the meeting and shall be entitled to vote on any resolution being considered by the Local Advisory Board.

4.1.5 All persons appointed or elected to the Local Advisory Board shall give a written undertaking to the Trustees and the COMPANY to uphold the object of the Company

4.2 Appointment of members of the Local Advisory Board

4.2.1 The Company may appoint up to 4 persons to serve on the Local Advisory Board on the following basis:

4.2.1.1 it shall have regard to any recommendations and views of the Trustees in relation to ensuring that the people serving on the Local Advisory Board between them have an appropriate range of skills and experience, and that due attention is given to succession planning;

4.2.1.2 due representation is given to any persons or body who holds the land used by the Academy on trust;

4.2.1.3 that it shall seek nominations for 1 of the persons to be appointed from the Parish Priest if the Academy is a Church of England school.

4.2.2 The Local Advisory Board shall invite a member of staff who is most relevant to the thematic investigation selected.

4.2.3 The Headteacher and the (In a church school, Parish Priest) shall be treated for all purposes as being ex officio members of the Local Advisory Board.

4.2.4 Subject to clause 4.2.8, the parent members of the Local Advisory Board shall be elected by parents of registered pupils at the Academy, and they must be a parent, co parent, carer or grandparent of a pupil at the Academy at the time when they are elected.

4.2.5 The Local Advisory Board shall make all necessary arrangements for, and determine all other matters relating to, an election of the parent members of the Local Advisory Board, including any question of whether a person is a parent of a registered pupil at the Academy. Any election of persons who are to be the parent members of the Local Advisory Board which is contested shall be held by secret ballot.

4.2.6 The arrangements made for the election of the parent members of the Local Advisory Board shall provide for every person who is entitled to vote in the election to have an opportunity to do so by post or, if they prefer, by having their ballot paper returned to the Academy by a registered pupil at the Academy.

4.2.7 Where a vacancy for a parent member of the Local Advisory Board is required to be filled by election, the Local Advisory Board shall take such steps as are reasonably practical to secure that every person who is known to them to be a parent of a registered pupil at the Academy is informed of the vacancy and that it is required to be filled by election, informed that he or she is entitled to stand as a candidate, and vote at the election, and given an opportunity to do so.

4.2.8 The number of parent members of the Local Advisory Board required shall be made up by persons appointed by the Local Advisory Board if the number of parents standing for election is less than the number of vacancies.

4.2.9 In appointing a person to be a parent member of the Local Advisory Board shall appoint a person who is the parent of a registered pupil at the Academy; or

where it is not reasonably practical to do so, a person who is the parent of a child of compulsory school age.

4.2.10 The first parent and staff members of the Local Advisory Board shall be those people who filled those positions on the Governing Body of the predecessor School at its closure (provided they remain eligible under this Scheme of Delegation), who shall serve on the Local Advisory Board for the remainder of the terms of office for which they were elected to the predecessor Governing Body

4.3 Co-opted members of the Local Advisory Board

4.3.1 The Company in consultation with the Local Advisory Board may appoint, up to 3 persons to be “co-opted” to the Local Advisory Board. A person who shall be “co-opted” to the Local Advisory Board means a person who is to serve on the Local Advisory Board without having been appointed or elected to serve on the Local Advisory Board. The Local Advisory Board may not co-opt a person who is employed at the Academy.

4.4 Term of office

4.4.1 The term of office for any person serving on the Local Advisory Board shall be 3 years, save that this time limit shall not apply to the Headteacher/ Executive Head or the Parish Priest (Church School) who are ex-officio. Persons who are “co-opted” to the Local Advisory Board shall serve for 2 years. Subject to remaining eligible to be a particular type of member on the Local Advisory Board, any person may be re-appointed or re-elected (including being “co-opted” again) to the Local Advisory Board.

4.5 Resignation and removal

4.5.1 A person serving on the Local Advisory Board shall cease to hold office if they resign their office by notice to the Local Advisory Board (but only if at least three persons will remain in office upon the notice of resignation taking effect).

4.5.1.1 A Local Advisory Board with less than 3 members remaining shall have a responsibility to inform Trustees of the Trust, who will have oversight of the governance of the Academy.

4.5.1.2 A Local Advisory Board with less than 3 members remaining shall operate only in aid to recruit to its membership as per clause 6.11

4.5.2 A person serving on the Local Advisory Board shall cease to hold office if they are removed by the person or persons who appointed them. Whilst no reasons need to be given for the removal of a person who serves on the Local Advisory Board by a person or persons who appointed them, any failure to uphold the values of the COMPANY and/ or the Academy, or to act in a way which

is appropriate in light of this Scheme of Delegation, will be taken into account. A person may also be removed by the Trustees, but only after the Trustees have given due regard to any representations by the Local Advisory Board. This clause does not apply in respect of a person who is serving as a parent member on the Local Advisory Board.

4.5.3 If any person who serves on the Local Advisory Board in their capacity as an employee at the Academy ceases to work at the Academy, then they shall be deemed to have resigned and shall cease to serve on the Local Advisory Board automatically on termination of their work at the Academy.

4.5.4 Where a person who serves on the Local Advisory Board resigns their office or is removed from office, that person or, where they are removed from office, those removing them, shall give written notice thereof to the Local Advisory Board who shall inform the Trustees and the COMPANY.

4.6 Disqualification of members of the Local Advisory Board

4.6.1 No person shall be qualified to serve on the Local Advisory Board unless they are aged 18 or over at the date of their election or appointment.

4.6.2 A person serving on the Local Advisory Board shall cease to hold office if they become incapable by reason of mental disorder, illness or injury of managing or administering their own affairs.

4.6.3 A person serving on the Local Advisory Board shall cease to hold office if they are absent without the permission of the Chair of the Local Advisory Board from all the meetings of the Local Advisory Board held within a period of six months, and the Local Advisory Board resolves that their office be vacated.

4.6.4 A person shall be disqualified from serving on the Local Advisory Board if:

4.6.4.1 their estate has been sequestrated and the sequestration has not been discharged, annulled or reduced; or

4.6.4.2 they are the subject of a bankruptcy restrictions order or an interim order.

4.6.5 A person shall be disqualified from serving on the Local Advisory Board at any time when they are subject to a disqualification order or a disqualification undertaking under the Company Trustees Disqualification Act 1986 or to an order made under section 429(2)(b) of the Insolvency Act 1986 (failure to pay under county court administration order).

4.6.6 A person serving on the Local Advisory Board shall cease to hold office if they would cease to be a director by virtue of any provision in the Companies Act 2006 or is disqualified from acting as a trustee by virtue of section 72 of the

Charities Act 1993 (or any statutory re-enactment or modification of that provision).

4.6.7 A person shall be disqualified from serving on the Local Advisory Board if they have been removed from the office of charity trustee or trustee for a charity by an order made by the Charity Commission or the High Court on the grounds of any misconduct or mismanagement in the administration of the charity for which they were responsible or to which they were privy, or which they by their conduct contributed to or facilitated.

4.6.8 A person shall be disqualified from serving on the Local Advisory Board at any time when they are:

4.6.8.1 included in the list kept by the Secretary of State under section 1 of the Protection of Children Act 1999; or

4.6.8.2 disqualified from working with children in accordance with Section 35 of the Criminal Justice and Court Services Act 2000; or

4.6.8.3 barred from regulated activity relating to children (within the meaning of section 3(2) of the Safeguarding Vulnerable Groups Act 2006).

4.6.9 A person shall be disqualified from serving on the Local Advisory Board if they are a person in respect of whom a direction has been made under section 142 of the Education Act 2002 or is subject to any prohibition or restriction which takes effect as if contained in such a direction.

4.6.10 A person shall be disqualified from serving on the Local Advisory Board where they have, at any time, been convicted of any criminal offence, excluding any that have been spent under the Rehabilitation of Offenders Act 1974 as amended, and excluding any offence for which the maximum sentence is a fine or a lesser sentence except where a person has been convicted of any offence which falls under section 72 of the Charities Act 1993.

4.6.11 After the Academy has opened, a person shall be disqualified serving on the Local Advisory Board in accordance with this clause 4.6. If a dispute arises as to whether a person shall be disqualified, a referral shall be made to the Secretary of State to determine the matter. The determination of the Secretary of State shall be final.

4.6.12 Where, by virtue of this Scheme of Delegation, a person becomes disqualified from serving on the Local Advisory Board; and they were, or were proposed, to so serve, they shall upon becoming so disqualified give written notice of that fact to the Local Advisory Board who shall inform the Trustees and COMPANY.

4.6.13 This clause 4.6 and paragraph 2 of the Schedule shall also apply to any member of any committee of the Local Advisory Board who is not a member of the Local Advisory Board.

5. Trustees and the Local Advisory Board

5.1 Trustees:

Subject to provisions of the Companies Act 2006, the Articles and to any directions given by the Members of the Company the JMAT board of Trustees will be responsible for:

5.1.1 the management of standards of education and staffing of the Academy

5.1.2 the business of the Academy concerned and will determine the policy and procedures of the Academy, consider and respond to strategic issues, oversee and manage business continuity, including finance management, estate management and safeguarding.

5.1.3 ensuring compliance with the Company's duties under Company Law, Charity Law and agreements made with the Department for Education, (including the Master Funding Agreement and the Supplemental Funding Agreement).

5.1.4 the determination of the educational character of the Trust.

5.1.5 ensuring the solvency of the Company, safeguarding its assets and delivering its charitable outcomes.

5.1.6 ensuring the continued charitable status of the Company.

5.1.7 the approval of the Company and the Academy's policies.

5.1.8 selling or otherwise disposing of any asset which is of a value in excess of 10% of the total net book value of all assets belonging to the Academy.

5.1.9 creating or allowing to come into being any third party interest (other than a line on assets arising in the ordinary course of trading or a charge operating as a result of a title retention clause).

5.1.10 giving any guarantee or indemnity other than in the ordinary course of business, the value of which exceeds £1,000.

5.1.11 entering into a contract or arrangement which is of a value of in excess of 10% of the General Annual Grant ("GAG") for the Academy per year or which the termination provisions require more than six months' notice.

5.1.12 acquiring assets having a market value in excess of 5% of the GAG for the Academy.

5.1.13 entering into, varying or terminating any lease, license, tenancy or other similar arrangement.

5.1.14 any lending.

5.1.15 commencing or settling any litigation or arbitration proceedings.

5.1.16 entering into any other arrangement in the nature of borrowing (including debts factoring, invoice discounting, hire purchase, equipment leasing, conditional or credit sales or any off balance sheet borrowings) if the value of the amount borrowed exceeds 5% of the GAG for that Academy.

5.1.17 terminating or varying the terms of any contract which has a value in excess of 10% of the GAG for that Academy.

5.1.18 engaging any employee or consultant whose annual emoluments per annum exceeds the total annual emoluments of the Headteacher of that Academy per annum.

5.1.19 varying the terms and conditions of that engagement so that the terms and conditions of that engagement are no longer comparable to the equivalent engagement in one or more of the academies within the Company

5.1.20 establishing or amending any pension scheme or granting any pension rights to any trustee, officer, employee, former trustee, officer or employee, or any member of any such person's family.

5.1.21 will ensure that the academy in accordance with its ethos and values. The Trustees shall not make any alteration to the religious character of the Academy nor the conduct of the Academy which is a Church of England school without prior consent of the Company.

5.1.22 will ensure that the Academy is conducted in accordance with the object of the Company, the terms of the trust governing the use of the land which is used for the purposes of the Academy and any agreement entered into with the Secretary of State for the funding of the Academy.

5.2 JMAT Local Advisory Board Members will:

5.2.1 offer local insight, expertise and knowledge to investigate and offer advisory reports to help guide the Trustees in their actions. These include thematic exploratory areas include: standards and outcomes, Leadership, Finance, IT, SEND , Estates, Safeguarding, Workforce, Attendance and Behaviour.

5.2.2 support the management of the employment of all staff employed at the Academy.

5.2.3 adopt the Company disciplinary policy and help to manage all disciplinary matters in accordance with such policy

5.2.4 will support the academy to be in accordance with its ethos and values.

5.3 Finance

The Named Accounting Officer is Mr David Silvester.

The Named Chief Financial Officer is Mr Peter Haynes

5.3.1 In acknowledgement of the receipt by the Trustees of funds in relation to the Academy, provided by the Secretary of State, donated to the company and generated from the activities of the Company, the Trustees will ensure that academy is provided with a clear budget

5.3.2 The bank account(s) in which any money of the Company in so far as it relates to the Academy is deposited shall be operated by the Company in the name of the Academy. All cheques and orders for the payment of money from such an account shall be signed by at least two signatories authorised by the Company except where expenditure exceeds £30,000 in which case one of those signatories shall be either the Chief Executive Officer or, in their absence, the Chair of the Trustees.

5.3.3. For any BACS transfer payment of money from a bank account operated by the Company in the name of an Academy that exceeds £100,000 written approval must be sought from either the Chief Executive Officer or, in their absence, the Chair of the Trustees.

5.3.4 No monies of the Company shall be paid into any bank account other than a bank account authorised by the Chair of the Trustees.

5.3.5 The accounts of the Company shall be the responsibility of the Trust

5.3.6 The Company will ensure that proper procedures are put in place for the safeguarding of funds, and that the requirements of the Academies Financial Handbook and the Master Funding Agreement are observed at all times, as well as any requirements and recommendations of the Trustees (on behalf of the Company) and the Secretary of State. For the avoidance of doubt the Trustees acknowledge the restriction on borrowing contained in the Master Funding Agreement.

5.3.7 The Academy shall submit its annual budget, which must not be a deficit budget, to the Trustees at the times notified to it by the Trustees and will have regard to any views of the Trustees as to the appropriateness of such budget. Deficit budgets that are inherited upon conversion must be supported by a recovery plan which must be agreed by Trustees at Audit Committee.

5.3.8 The Company shall develop appropriate risk management strategies and shall at all times adopt financial prudence in managing its financial affairs in so far as these relate to the Academy. The Headteacher will fulfil the functions of the Responsible Officer in so far as it affects the Academy, and such person will liaise with the Trust in order to ensure that consistent financial risk management procedures are being adopted.

5.4 Premises

5.4.1 Subject to and without prejudice to clauses 6.3.2 and 6.4.4, the maintenance of the buildings and facilities used in respect of the Academy is the responsibility of the Company, who shall have regard at all times to the safety of the users of the buildings and the facilities and the legal responsibilities of the Trustees (and/or any others) as owners of such buildings and facilities.

5.4.2 The Headteacher and Company shall in conjunction with the Trustees develop a 3-5 year estate management strategy that will identify the suitability of building and facilities in light of long-term curriculum needs and the need for and availability of capital investment to meet the Company's responsibility to ensure the buildings and facilities are maintained to a good standard.

5.4.3 The responsibility for any disposals or acquisitions of land to be used by the Academy will be that of the Trustees.

5.4.4 Insuring the land and buildings used by the Academy will be the responsibility of the Trustees.

5.4.5 The Headteacher will notify the Trustees and Company as soon as reasonably practicable following the occurrence of an event in which insurance will need to be obtained. The responsibility for notifying the insurers is the Company. The Trustees, the Academy and the Company will provide each other with all necessary information and assistance as may be helpful in the management of any insurance claims.

5.5 Resources

5.5.1 Headteacher

5.5.1.1 The Company in conjunction with representation from the Local Advisory Board shall, in consultation with the Trustees, appoint the Headteacher in the same process this already currently happens. The Trustees may delegate such powers and functions as they consider are required by the Headteacher for the internal organisation, management and control of the Academy (including the implementation of all policies approved by the Trustees for the direction of the teaching and curriculum at the Academy).

5.5.1.2 The Trustees shall ensure that the Headteacher for a Church School is a practising Christian (of a denomination belonging to the Churches Together in Britain and Ireland) or committed to giving active and practical leadership and support for the Christian ethos and traditions of worship. This is intended for Church of England schools only.

5.5.1.3 The Trustees shall ensure, the appraisal of all Headteachers, and shall put in place procedures for their proper professional and personal development.

5.5.2 Other Staff

5.5.2.1 The Headteacher shall be responsible for the appointment and management of all other staff to be employed at the Academy, provided that this is notified to the Trustees / Chief Executive Officer;

5.5.2.1.1 the headteacher will comply with all policies dealing with staffing matters issued by the Trustees from time to time;

5.5.2.1.2 the headteacher will take account of any pay terms set by the Trustees;

5.5.2.1.3 the headteacher will adopt any standard contracts or terms and conditions for the employment of staff issued by the Trustees;

5.5.2.1.4 the headteacher will accept that they may be approached by the Trust regarding the deployment of their staff; it would, however, be the staff member's decision to comply or not with any such initiative proposed by the Trust.

5.5.2.1.5 the headteacher will manage any claims and disputes with staff members, having due regard nonetheless to any advice and recommendations given by the Trustees.

5.5.2.2 the headteacher will carry out or delegate the appraisal of all staff and work in partnership with the CEO concerning Headteacher/ Executive Head appraisal.

5.6 Curriculum and Standards

5.6.1 The Headteacher shall be responsible for the setting and review of the curriculum, but shall have regard to any views expressed by the Trustees in recognition of the Trustees' obligation to the Secretary of State to provide a broad and balanced curriculum.

5.6.2 The Headteacher shall be responsible for the standards achieved by the Academy and the pupils attending the Academy, but shall follow such advice and recommendations of the Trustees as they might issue from time to time.

5.6.3 The Headteacher shall be responsible for the setting and review from time to time of the Academy's admissions policy, provided only that no change will be made to the admissions criteria without the prior written consent of the Trustees and Company.

5.6.4 Any decision to expand the Academy shall be that of the Trustees.

5.7 Extended Schools and Business Activities

5.7.1 Whilst the undertaking of any activities which would be described as part of the Academy's "extended schools agenda" or designed to generate business income would be the responsibility of the Headteacher, these shall only be undertaken in a manner consistent with any policy set by the Trustees and having regard to the viability of such activities, the impact on the Academy's activities, and any financial implications such as the threat of taxation in light of the Company's charitable objects and any threat to funding provided by the Secretary of State.

5.8 Regulatory Matters

5.8.1 The responsibility for the satisfaction and observance of all regulatory and legal matters shall be the Trustees', but the Headteacher shall do all such things as the Trustees may specify as being necessary to ensure that the Company is meeting its legal obligations

6. OPERATIONAL MATTERS

6.1 The Headteacher will adopt and will comply with all policies of the Trustees and Company communicated to the academy from time to time.

6.2 Both the Trustees and all members of the Local Advisory Board have a duty to act independently and not as agents of those who may have appointed them, and will act with integrity, objectivity and honesty in the best interests of the Company and the Academy; they shall be open about decisions and be prepared to justify those decisions, except in so far as any matter may be considered confidential.

6.3 The Headteacher will review the academy's policies and practices on a regular basis, having regard to requirements and recommendations made by the Trustees from time to time.

6.4 The Headteacher shall provide such data and information regarding the business of the Academy and the pupils attending the Academy as the Trustees may require from time to time.

6.5 The Headteacher shall work closely with, and shall promptly implement any advice or recommendations made by the Trustees in the event that intervention is either threatened or is carried out by the Secretary of State.

7. ANNUAL REVIEW

7.1 This Scheme of Delegation shall operate from the Effective Date in respect of the named Academy. Where applicable, it will be based on the framework Scheme of Delegation that will have been put in place on the incorporation of the Company and will have been attached to the Company's first Articles of Association.

7.2 Notwithstanding this being the first Scheme of Delegation to apply in respect of the Academy, the Trustees will have the discretion to review this Scheme of Delegation at least on an annual basis, and to alter any of its provisions.