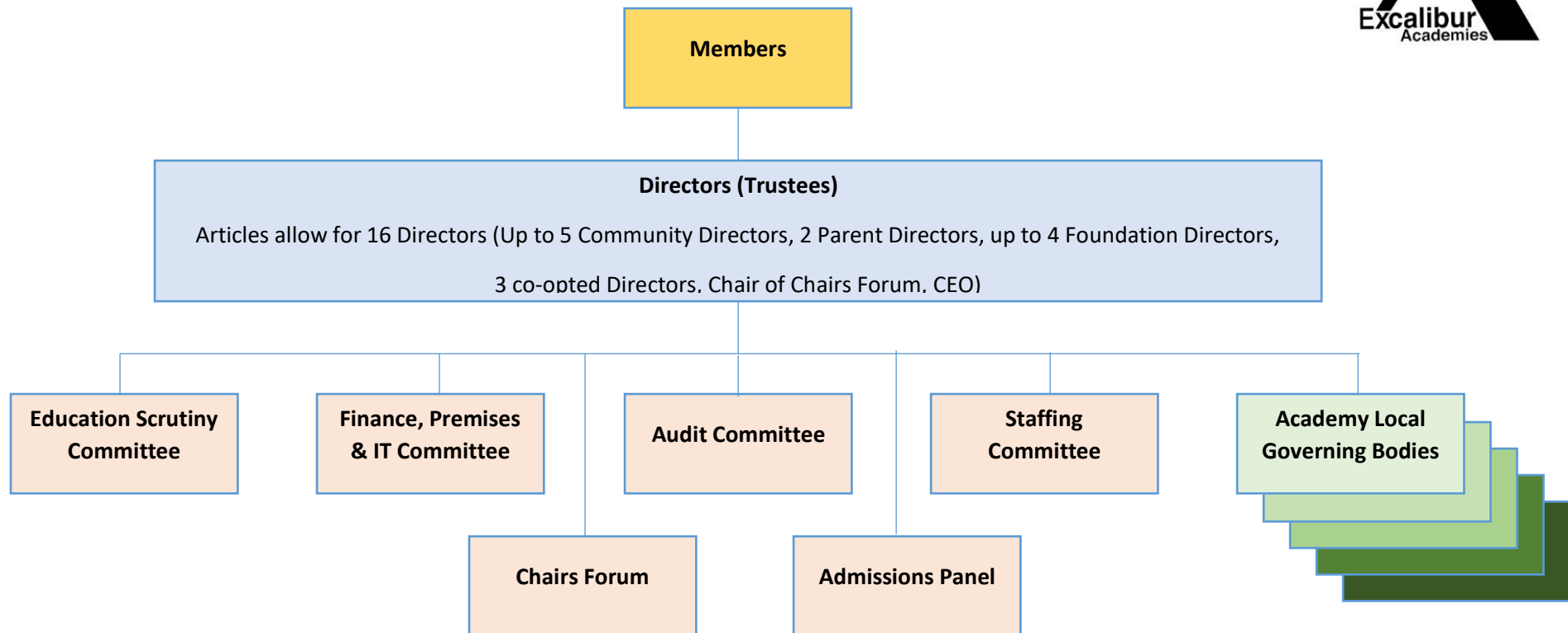


## Excalibur Academies Trust- Governance Structure



For more details see the scheme of delegation.

**Local Governing Bodies** have delegated authority to ensure educational progression and compliance with Excalibur policies and procedures. Local governing bodies are specifically focused on the:

- standard and quality of education in the academy;
- welfare of the students at the academy;
- relationship between the academy and the local community.

**Members** agree the articles of association, and have power to appoint and remove the auditors and the majority of Directors. The **Board** drives the vision, ethos and strategic direction. Committees of the **Board** have delegated responsibilities.

The **Education Scrutiny Committee** holds the central Executive to account and has specific responsibility to:

- review the outcomes for each academy at the end of the academic year measured against targets set and national comparative data;
- agree the performance measures for the forthcoming academic year;
- hold the Executive to account for setting operational targets and achieving targets within agreed timescales;
- monitor key measures including the quality of leadership and management across the Trust academies and central team performance.

Key responsibilities of the **Audit Committee** are to:

- assist the directors in ensuring that suitable internal financial controls are in place and adhered to;
- oversee the risk management process, including considering the major risks to which the Academy Trust is exposed, establishing and monitoring a risk register, assisting in the preparation of the statement on risk management for its annual return and accounts and ensuring risk management strategies are put in place;
- receive the Annual Report and Financial Statements and recommend to the Board.

Key responsibilities of the **Finance, Property & ICT Committee** are:

- to consider and recommend acceptance/non-acceptance of the Academy Trust's budget;
- monitor and review the financial health and resources of the Trust to ensure long term viability;
- Scrutinise and approve significant projects or items of expenditure, ensuring resources deliver value for money;
- to oversee the commercial activities of the Academy Trust and ensure that appropriate business plans are evolved;
- to monitor and review health and safety issues on a regular basis, drawing any matters to the attention of the Directors.

Key responsibilities of the **Staffing Committee** are to:

- review and recommend for approval the Excalibur HR Policy, in particular, the strategies and policies for recruitment, retention, pay and rewards, training and professional development including apprenticeships;
- advise the Board on organisational change, HR compliance and risk management issues;
- consider and recommend acceptance/non-acceptance of Excalibur's organisational model and associated budget
- approve new posts at senior leadership level and above

The **Chairs Forum** supports the local governing bodies in their focus on the quality of education. The Forum is composed of the Chairs of all local governing bodies. Working with the CEO its remit is to drive improvement of educational standards through collaboration, best practice and support. The **Admissions Panel** oversees admissions in all academies and is responsible for policy and ensuring all guidance is adhered to.

**Performance Management** of the CEO is conducted by members of the Board, including the Chair.