

Scheme of Delegation

Barwell Church of England Academy



Approved by:	Board of Trustees	Date: 05.10.2025
Last reviewed on:	October 2025	
Next review due by:	October 2026	

Introduction

The purpose of Barwell Church of England's Board of Trustees is

- Strategic leadership
- Accountability and assurance
- Strategic engagement

The board has collective accountability and strategic responsibility for the trust. It has a focus on ensuring the trust delivers an excellent education to pupils while maintaining effective financial management. It makes sure that the trust is compliant with:

- The trust's charitable objects
- Regulatory, contractual and statutory requirements
- Their funding agreement

The board also has strategic and statutory responsibilities for:

- Safeguarding
- Special educational needs and disabilities (SEND) arrangements
- The promotion of pupil welfare
- Keeping our estate safe and well-maintained

This Scheme of Delegation should be read in conjunction with our Articles of Association.

As a trust with a religious character, we were founded by the Church of England and as such, it is the board's responsibility to ensure that our religious character is preserved and developed. We should also make sure that we align with the Church of England's overarching vision for education as:

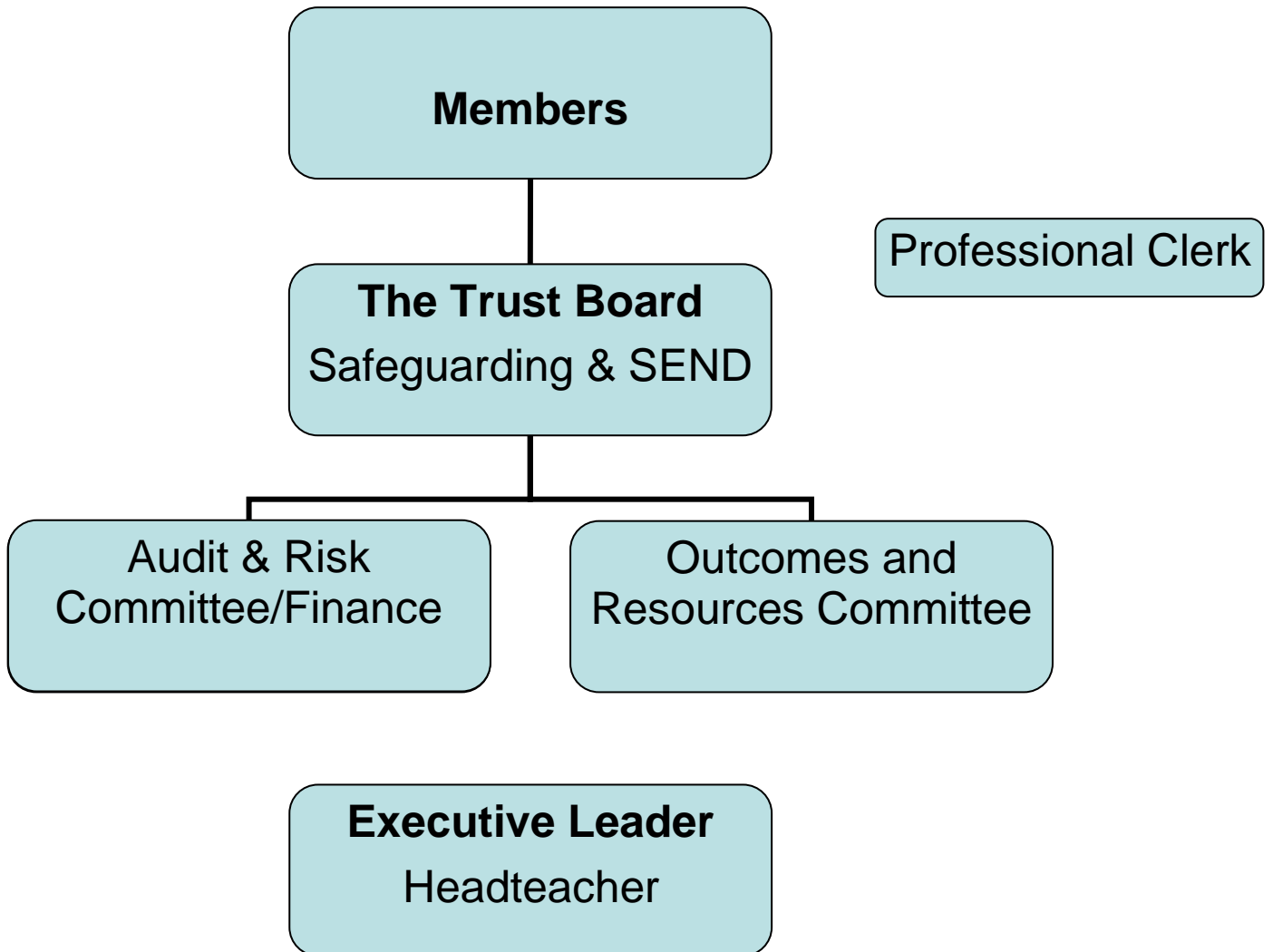
'Deeply Christian, Serving the Common good'

But we should also align to Leicester Diocese's vision of being: effective, distinctive, rooted and inclusive.

Governance Structure

Set out on the following page is our governance structure showing the roles and structure of the board.

Barwell Church of England Governance Structure



Decision	Members	Trust Board	Committee	Individual Trustee	Headteacher/senior member of staff
Vision, ethos and strategy (including compliance)					
Setting trust vision	√	√			HT
Setting trust strategy	√	√			HT
Setting trust culture and values	√	√			HT
Setting improvement plan		√			HT
Engaging with parents					HT
Ensuring compliance with equalities legislation		√			HT
Nominating Safeguarding Lead		√			
Safeguarding Lead				Maggie Spence	
Nominating SEND Lead		√			
SEND Lead				Paul Bromiley	
Ensuring financial skill set on board		√			
Establishing and appointing committees		√			
Setting governance policies				COG	DHT
Setting trust safeguarding practices				COG	HT
Delivering support for Looked After Children					DHT
Carrying out disclosure and barring service (DBS) checks					DHT
Setting safeguarding policies				Maggie Spence	HT
Setting Health and Safety policies			O&R		SHLTA
Setting admission policies		√			DHT

Decision	Members	Trust Board	Committee	Individual Trustee	Headteacher/senior member of staff
Educational performance and staff performance management					
Setting trust approach to curriculum and assessment, with regard to statutory requirements			O&R		HT
Setting and delivering school curriculum and assessment in line with trust approach			O&R		HT
Developing curriculum policies			O&R		HT
Production and analysis of educational data			O&R		HT
Setting behaviour and welfare policies		√			HT
Ensuring compliance with SEND Code of Practice				Paul Bromiley	SENCO
Setting approach to directing pupils offsite, exclusions		√			HT
Keeping admission and attendance registers			A&R/F		FO
Setting approach to staff appointment and dismissal, with regard to statutory duty			O&R		DHT
Setting approach to appraisal and performance management			O&R		HT
Setting pay level, including executive pay			A&R/F		
Setting HR policies		√			DHT

Decision	Members	Trust Board	Committee	Individual Trustee	Headteacher/senior member of staff
Financial performance					
Appointing senior executive leader as Accounting Officer		√			
Appointing Chief Financial Officer				COG	HT
Setting delegated authority limits for financial transactions			A&R/F		DHT
Establishing controls framework including internal audit			A&R/F		DHT
Developing budget			A&R/F		FO
Delivering monthly management accounts and forecasts					FO
Managing cash position					FO
Monitoring pupil premium, PE grant etc. spend			A&R/F and O&R		DHT
Appointing external auditor		√			
Delivering annual report and accounts, with regard to accounts consolidation exercises required by DfE				COG	FO
Developing finance policies			A&R/F		DHT
Managing conflicts of interests and related party transactions			A&R/F		DHT
Ensuring compliance with ESFA requirements		√			
Ensuring adequate insurance cover is in place					DHT
Maintaining risk register					HT