



WISE
ACADEMIES
We Inspire Success and Excellence

Introduction

A maturing MAT model: sharing WISE experiences.

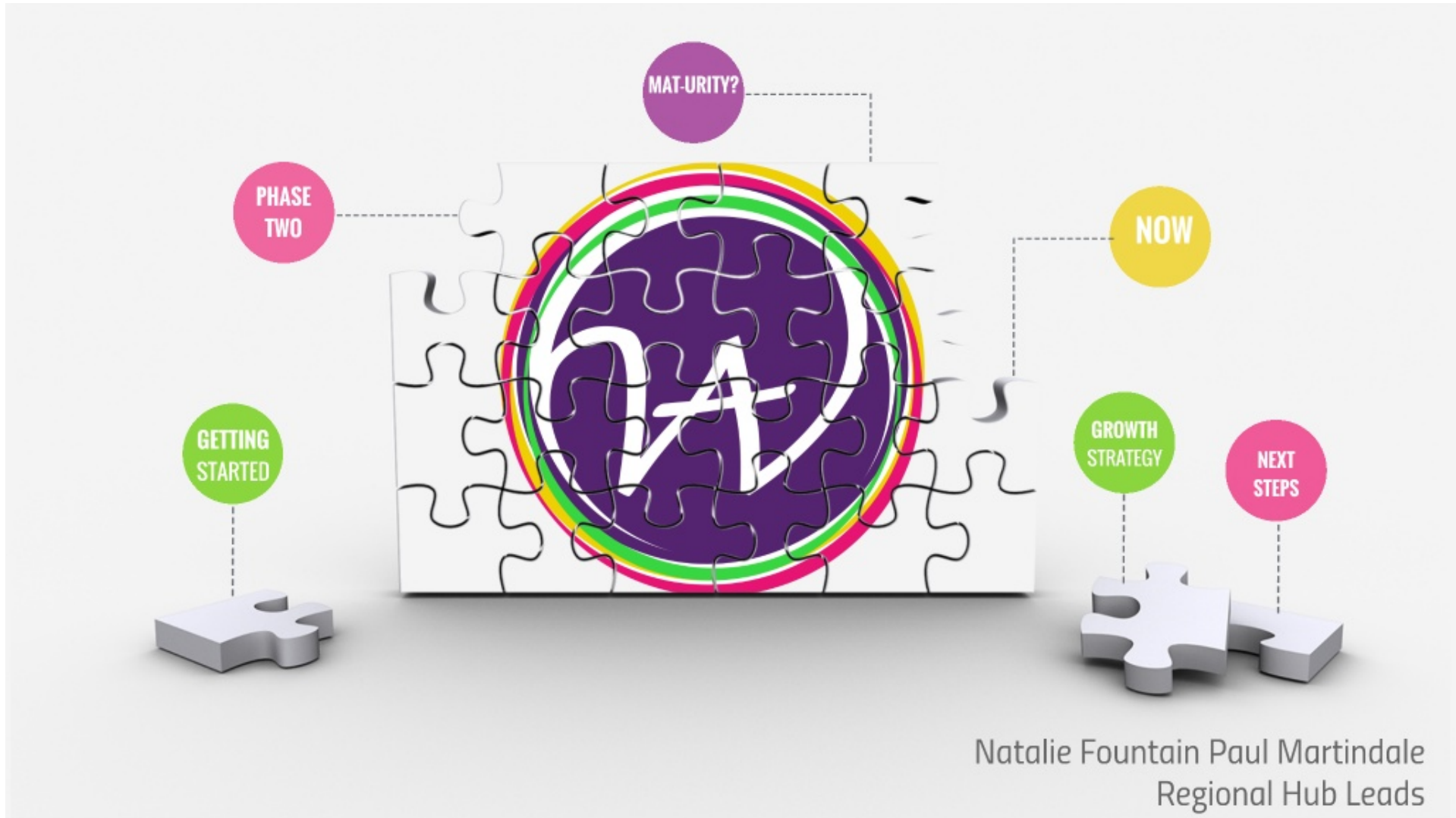
Accidental beginnings

Federation to four school MAT.

Pause for consolidation.

Fledgling MAT structures.





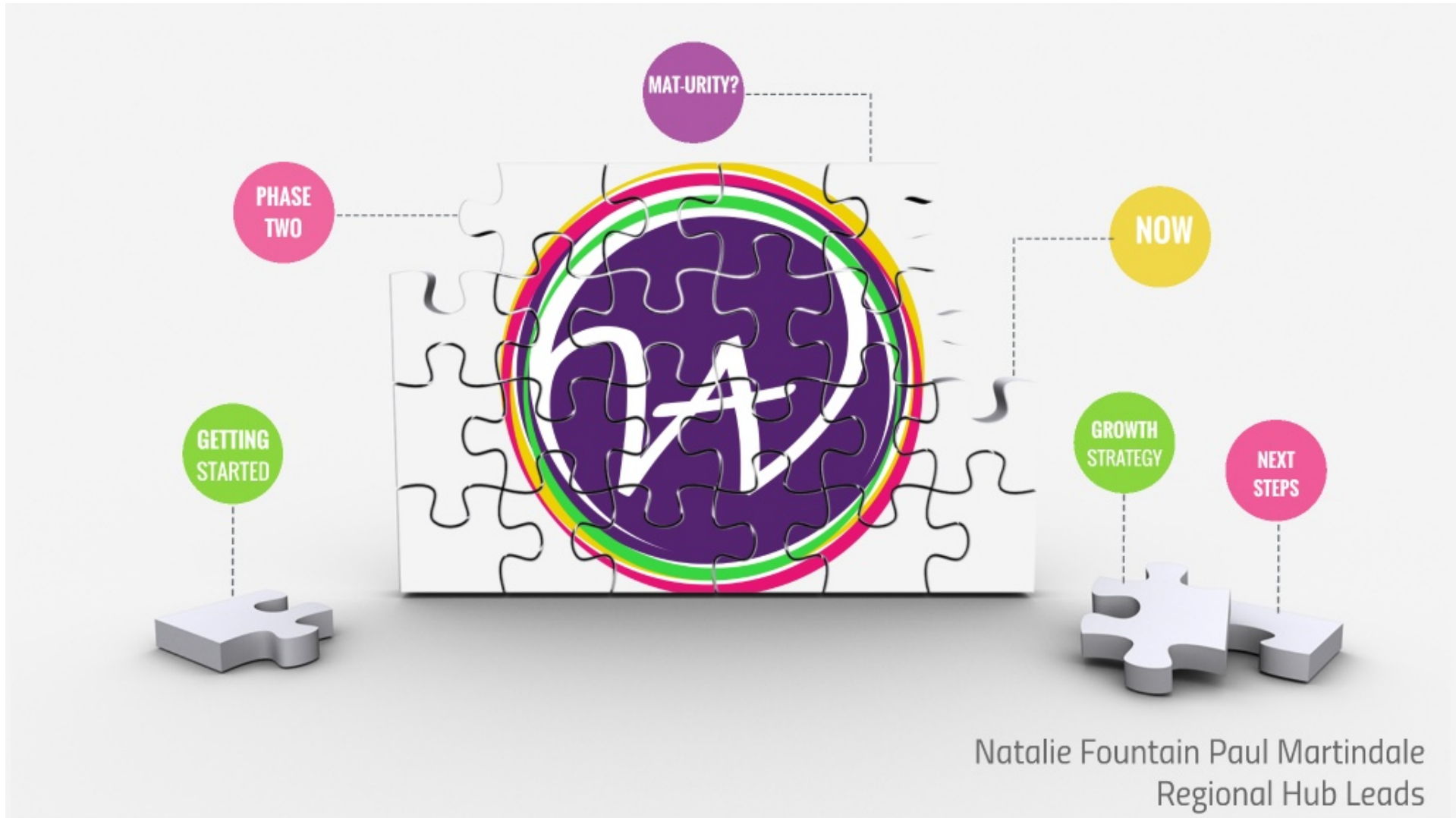
Natalie Fountain Paul Martindale
Regional Hub Leads



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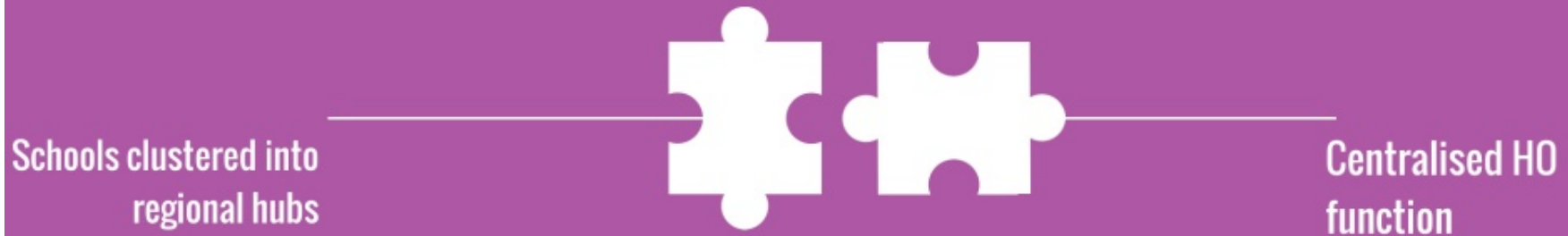
Phase 2

From four schools to seven: moral purpose.
Unplanned growth leads to unexpected opportunities.
Strain on the structures.
Carter's 3000 pupils - regional model.

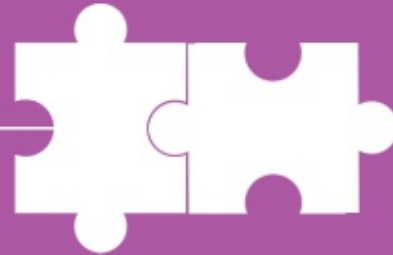


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Regional Hub Leads

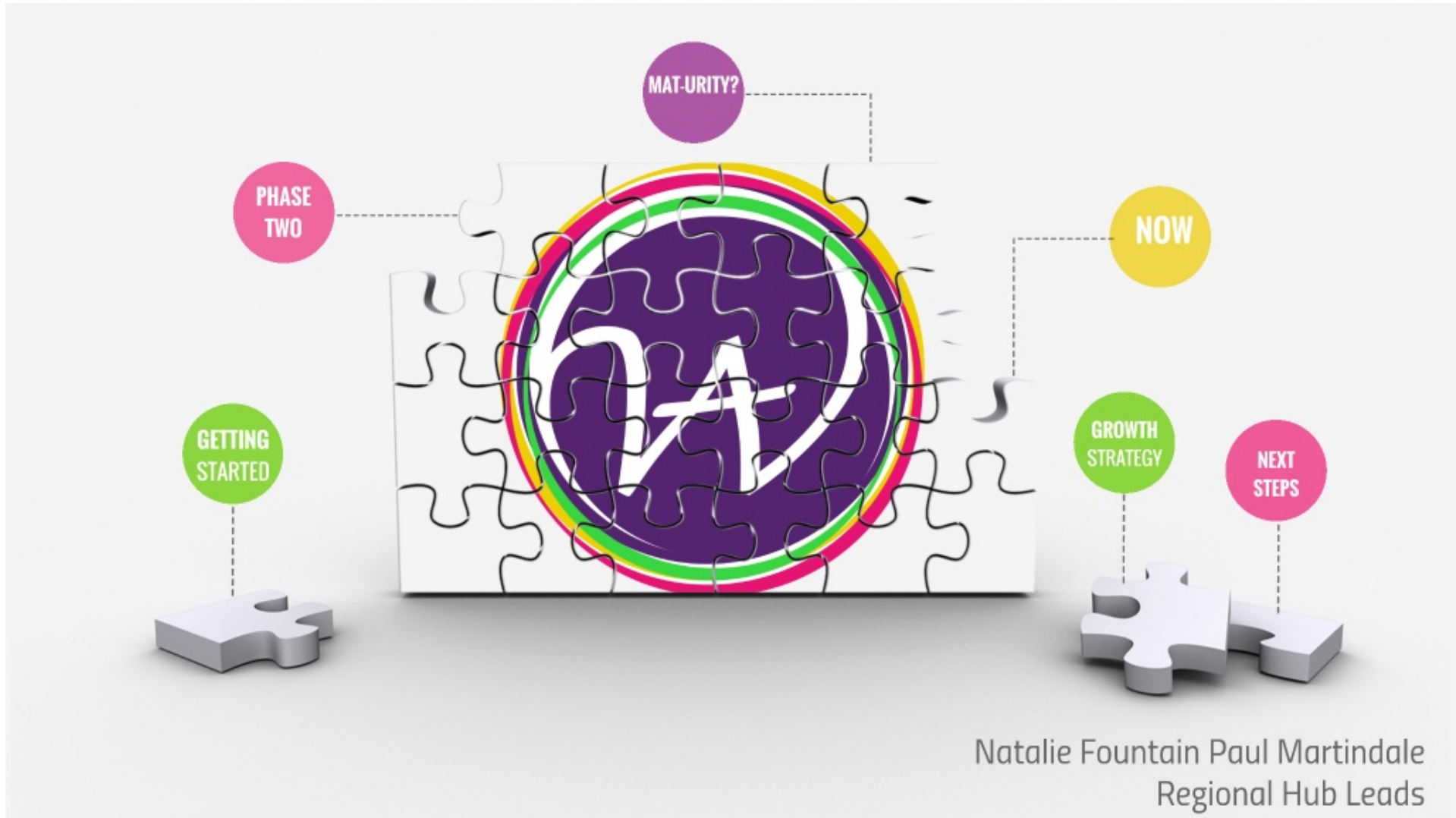
Existing Structure



Local solutions:
West Northumberland
North of Tyne
Wearside



Key services:
accessed by all



Natalie Fountain Paul Martindale
Regional Hub Leads



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The finer detail...



Essential
Change



Scheme
of
Delegation



New
Appointments



Organogram



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New
Appointments



Organogram

Hub Oversight 2018-19

**Regional Hub
Director
Sunderland**
Natalie Fountain

**CEO
Hub Lead
Northumberland**
Zoe Carr

**Regional Hub
Director
North of Tyne**
Paul Martindale

Bexhill

Hasting
Hill
(NF HT)

Adderlane

Haltwhistle
First

Croftway

Malvins

North
View

Town End

Haltwhistle
Middle

Prudhoe
West

Shaftoe

Morpeth
Road
(PM HT)

Welbeck



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DELEGATION OF POWERS - OVERVIEW

This is intended as a summary. It is not exhaustive and reference should be made to Articles of Association, Schemes of Delegation and terms of reference for individual committees.

Everyone within the Trust

- Ensure that income and property of the Company shall be applied solely towards the promotion of the Object.
- Responsibility to ensure that academies are conducted in accordance with objects of company and promoting high standards.
- Duty to promote safeguarding requirements
- Ensure compliance with the health and safety, buildings and other policies of the Company academies (acting in accordance with appropriate professional advice)

GOVERNANCE	Members of Company	Trustees	Trustees' F&GP Ctee	Trustees Audit Ctee	Local Governing Body	LGB Sub Ctee	CEO	Regional Hub Lead	Headteacher/ Executive Headteacher	Finance Director	Facilities & Compliance Manager
Determine the objects of the Company	✓										
Approve Deed of Variation and Articles	✓										
Approve Trust policies and ethos		✓									
Approve Trust policies that are academy specific					✓						
Ensure that appropriate indemnity insurance is in place to cover the liability of Trustees	✓										
Determine expenses policy for Trustees		✓									
Establish subsidiary companies to carry on any trade or business for the purpose of raising funds for the Company	✓										
Ensure that accounts are prepared in accordance with the relevant Statement of Recommended Practice as if the Company was a non-exempt charity and Parts 15 and 16 of the Companies Act 2006 and filed with the Secretary of State and the Principal Regulator each Academy Financial Year	✓	✓									
Approve Annual Report in accordance with the Statement of Recommended Practice as if the Company was a non-exempt charity and file these with the Secretary of State and the Principal Regulator each Academy Financial Year		✓									
Comply with obligations under Part 24 of the Charities Act 2006 (or any statutory re-enactment or modification of that Act) with regard to the preparation of an annual return to the Registrar of Companies and in accordance with the Statement of Recommended Practice as if the Company was a non-exempt charity and to the Secretary of State and the Principal Regulator each Academy Financial Year		✓									
Hold General Meetings in accordance with Articles of Association	✓	✓									



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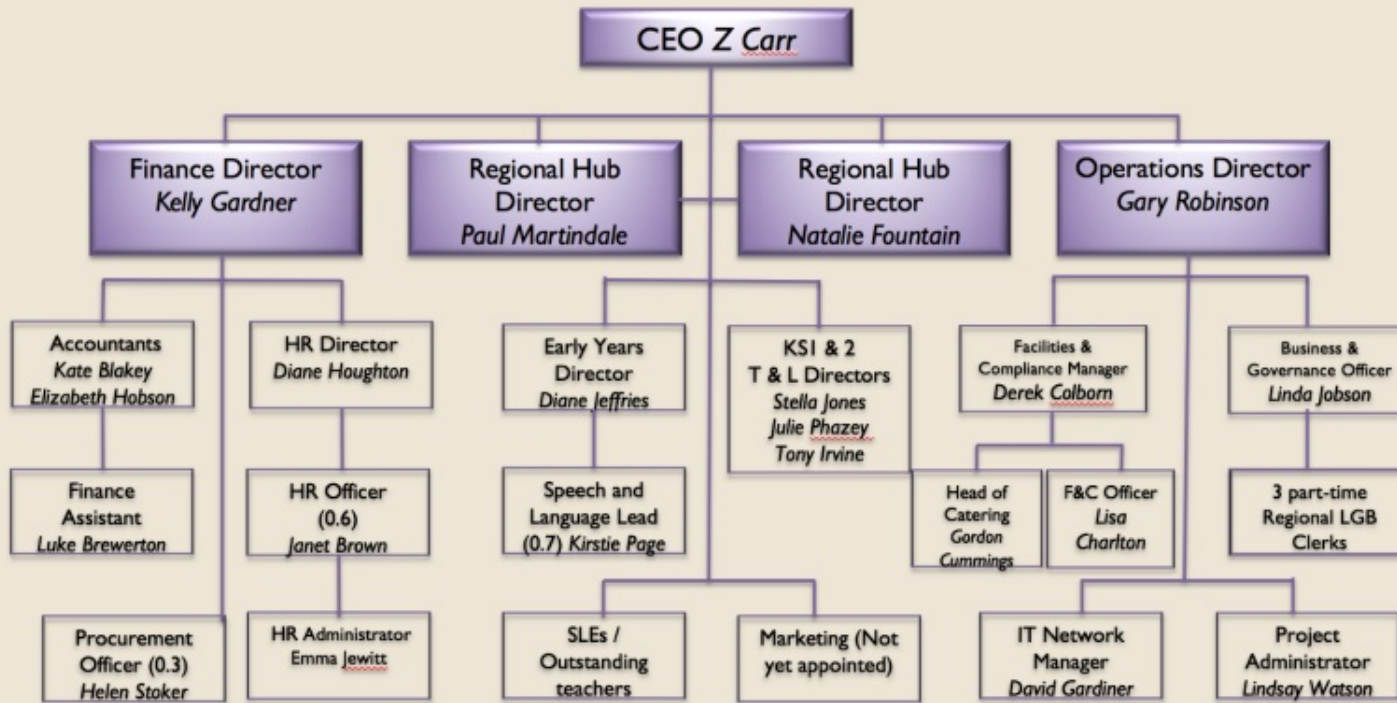
New
Appointments



Organogram

EMPLOYMENT	Members of Company	Trustees	Trustees' F&GP Ctee	Trustees Audit Ctee	Local Governing Body	LGB-Sub-Ctee	CEO	Regional Hub Lead	Headteacher/ Executive Headteacher	Finance Director	HR Director
SALARY ISSUES											
Arrange annual appraisal of CEO		✓									
Conduct annual appraisal of Regional Hub Leaders							✓				
Conduct annual appraisal of Headteachers and make recommendations on pay with engagement of the Chair of the LGB								✓			
Conduct annual appraisal of other teachers and make recommendations on pay									✓		
Arrange annual appraisal of Head Office Staff/ and make recommendations on pay							✓				
Arrange annual appraisal of other academy staff and make recommendations on pay where appropriate									✓		
Annual determination of salary of CEO			✓								
Annual determination of salary of Headteacher and other leadership group staff			✓								
Annual determination of salary of other Teachers based on recommendation of Headteacher			✓								
Consideration of re-grading claims from support staff (Academy based staff)								✓			
Consideration of re-grading claims from support staff (staff in Head Office)			✓								
Consider salary appeals across the Trust		✓ II									
GRIEVANCE											
Initial consideration of grievance (academy based staff)									✓		
Appeals against grievances (academy based staff)						✓					
Initial consideration of grievance (HTs or Head Office staff)							✓				
Consideration of grievance where concerning CEO			✓								
Appeals against grievances (HT or Head Office staff)		✓ II									
Initial consideration of grievance (CEO)		Chair									
Consideration of grievance (CEO) where Trustees already considered or where concerning Trustees		✓ II									
DISCIPLINARY/DISSMISSAL/CAPABILITY (INCLUDING MEDICAL INCAPABILITY)											
Consideration of disciplinary cases and issuing of sanctions up to and including final written warning (staff in academies)									✓		
Consideration of disciplinary cases and issuing of sanctions up to and including final written warning (Head Office staff)							✓				
Consideration of disciplinary cases and issuing of sanctions up to and including final written warning (CEO)			✓								
Initial determination on dismissals of employees (All staff at academies and Head Office)							✓				

Head Office Organogram 2018 - 2019



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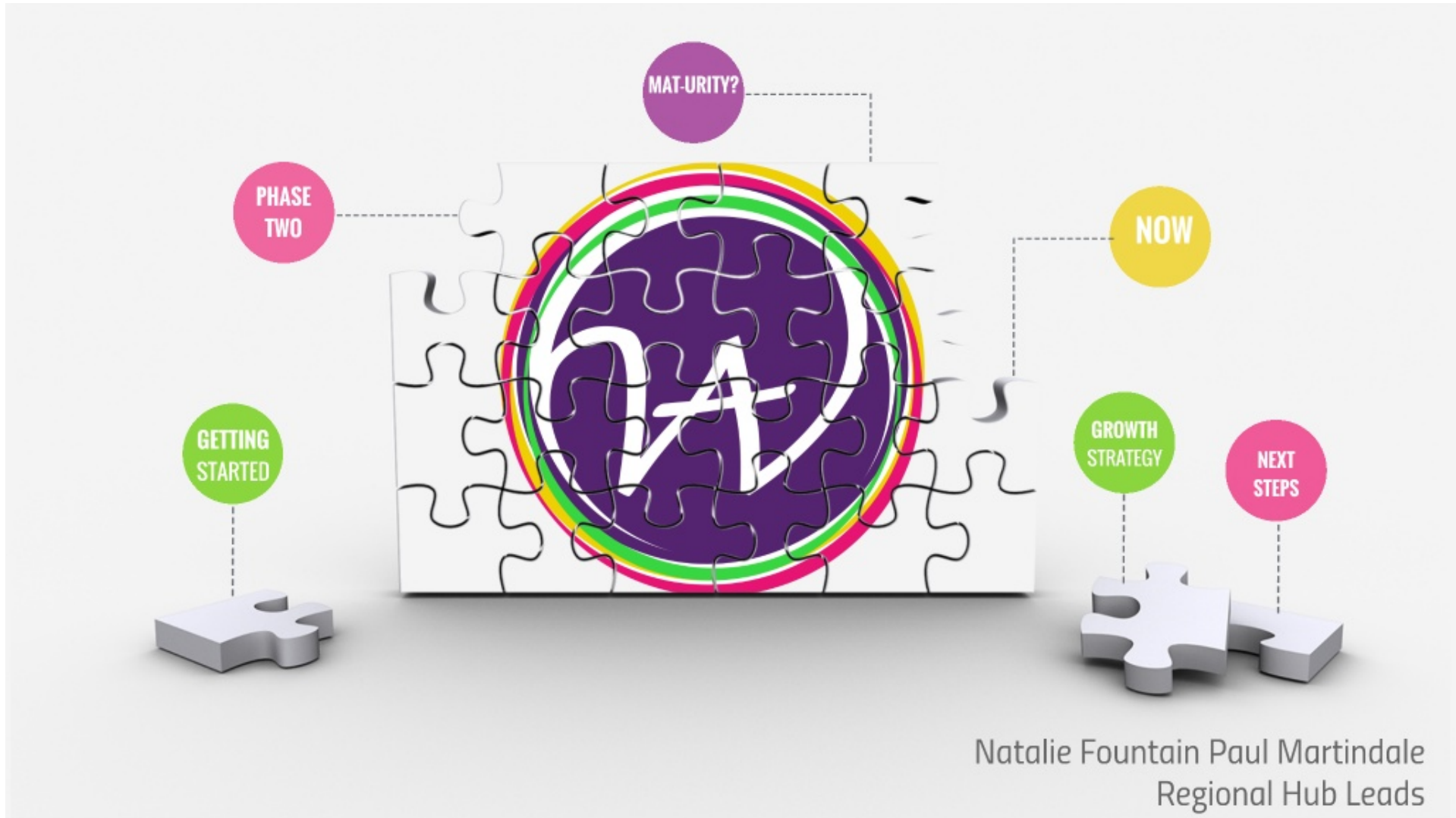
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Along the way

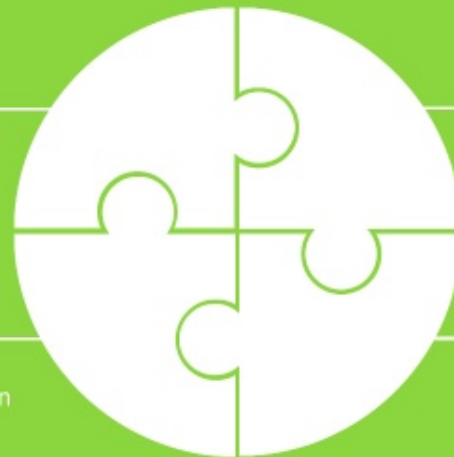
What we're learning...

Know yourself

Our USPs
Succession Planning
Talent Matrix
SSE systems
Reaching Out

Take opportunities

Strategic Growth Fund,
Automatic capital allocation

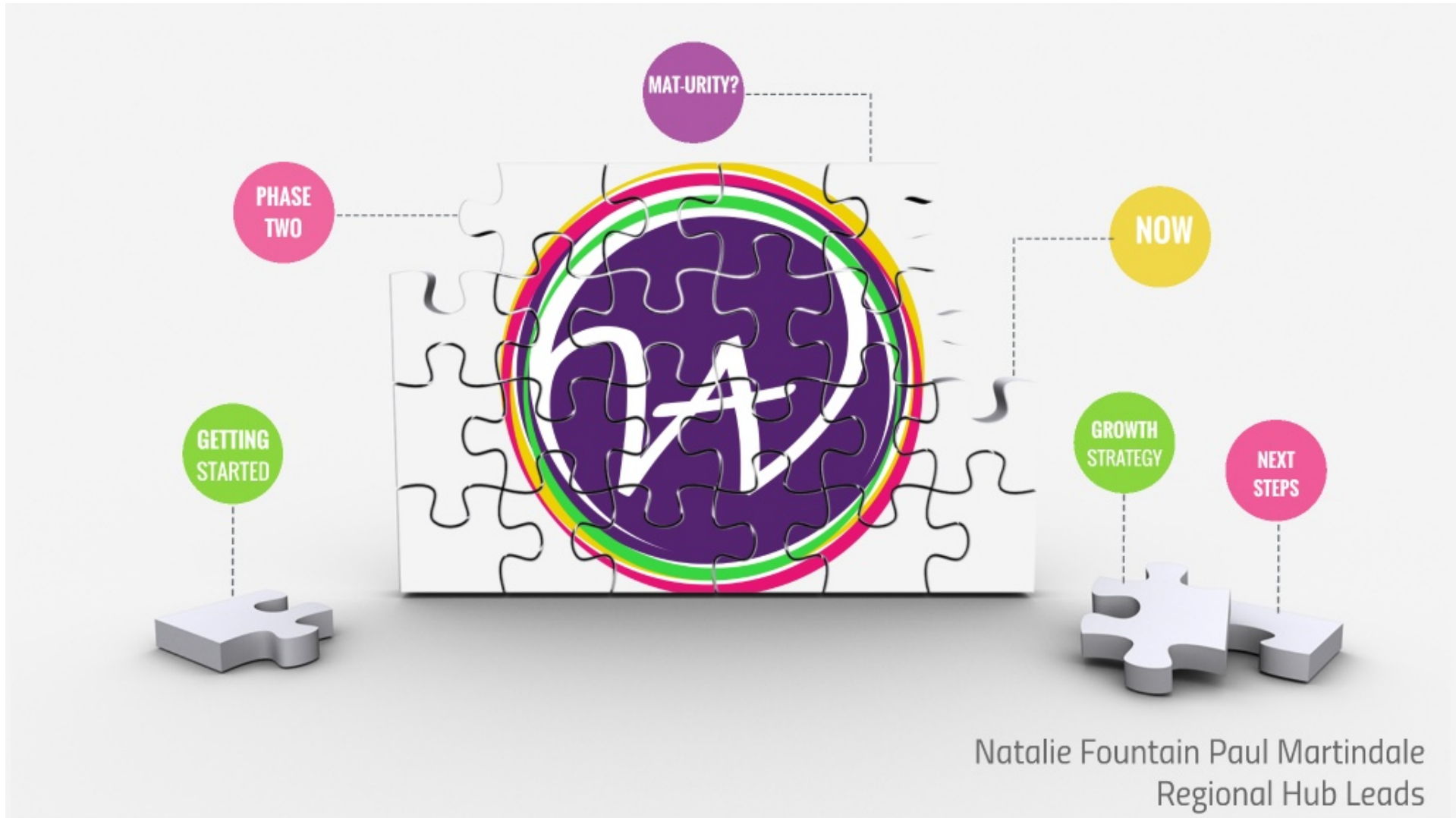


Pitfalls

Risk management
Due Diligence
MAT mergers
Breaking your own rules
Getting things in black and white!

Be prepared...

to walk away!





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MOVING FORWARD

Investing in People

Strategic Plan Review

Equality of Opportunity

'The Trust is successful because of school performance.
Schools are good because of the Trust!'

