

# Delegated Authority Framework

Agreed by Board of Directors June 2017  
Review Due: June 2018

## Cabot Learning Federation

The Cabot Learning Federation (CLF) is a Multi Academy Trust (MAT) sponsored by Rolls Royce PLC and The University of the West of England (UWE). It currently consists of 20 entities, which include fourteen Academies, a Studio School, Post-16, a primary and secondary alternative provision, The CLF Institute which includes School Centred Initial Teacher Training and the CLF Central team. These are located in Bristol, South Gloucestershire, Weston super Mare and Bath. This means that we are responsible and accountable for the education of over 8000 students between the ages of 3 and 19 and for the employment and support of over 1500 staff. The co-sponsors of the Cabot Learning Federation are Rolls-Royce PLC and the University of the West of England (UWE).

The CLF 5 year strategic Plan supports our vision of "embedding excellence" and covers 5 key areas. These support our mission, which is "to consistently deliver excellent educational experiences for pupils aged 3-19, improving their life chances and serving the communities of which we are a member".

The core purpose of the CLF is at the **HEART** of the Organisation:

- Establish **High Expectations** for all that we seek to achieve;
- Create **Equity** of opportunity, removing disadvantage;
- Champion the success and life chances of **All Children**;
- Furnish pupils and staff with the **Resilience** to succeed as lifelong learners;
- Promote **Tolerance** and respect for ourselves, our communities and our environment.



As an exempt charity and company limited by guarantee, CLF is governed by a board of directors who are responsible for, and oversee, the management and administration of the trust and the academies run by the trust. Our Board is made up of 12 directors (6 appointed by each of our sponsors) and these directors are accountable to the Department for Education (DfE) and external government agencies, including the Charity Commission, for the quality of the education that CLF provides and the effective use of the associated academy funding.

The Delegated Authority Framework (DAF) defines the powers which are delegated from the CLF Board to other sub-committees or executive officers in order to facilitate the day to day running of the organisation ensuring compliance with the Academies Financial Handbook and the CLF Financial Regulations. While the DAF seeks to offer clarity on decision making powers, and does include specific authorities it cannot provide a definitive and exhaustive guide to decision making across every area of Federation business. To that end the CLF and its officers should seek to operate within the spirit of the framework holding to the culture of governance as defined by high transparency and high trust.

### Key

F - Fully Delegated                      P - Partially Delegated (see notes below)                      N - Not delegated

For Partially delegated:

\* Authority exercised on behalf of the Board by 2 directors (incidental, where one is the chair or their nominee)

\*\* Board authority delegated to 1 director (incidental)

+ Board authority delegated to 2 directors (identified at first Board meeting of annual cycle, where one is the chair or their nominee)

Where a decision is partially delegated to 2 directors, the first director will have domain expertise and the second will act as the conscience of the Board. Where a director is authorised to act on behalf of the Board they may still refer a decision back to the Board for consideration if they believe this is in the best interest of the organisation.

## Organisational Delegated Authority Framework

Strategy	Is authority delegated from the Board?	CEO	Executive Team (including CFO)	Chairs of Academy Council (COAC)	Academy Council	Principal
<i>location &gt;&gt;&gt;</i>		<i>Central</i>	<i>Central</i>	<i>Central</i>	<i>Academy</i>	<i>Academy</i>
Approves overall strategy of CLF	N	Responsible for setting strategy	CFO Provides financial advice and assistance in developing strategy	Consulted during strategy development	Consulted during strategy development	Consulted during strategy development
Admission of new academies to CLF	N	Can make recommendations to the Board	Provides due diligence advice in relation to potential new academies			
Admission of new sponsors to CLF	N	Can make recommendations to the Board				
Entering into Funding Agreements	N					
Entering into leases or other legal arrangements (excluding purchasing contracts)	N but where the value is less than £100k AND the agreement is low-risk this can be delegated	Can sign (some cases)	Can sign (some cases)			
Approval of academy improvement plans based on Self Evaluation Framework (SEF) or other assessment	F		Executive Principal quality assures Academy Improvement Plans and approves SEF	Responsible for monitoring performance of academy improvement plans and reporting exceptions to the Board	Delegated authority for approval and monitoring of academy improvement plans, reporting exceptions to the Chair of Academy Council	Responsible for development and delivery of academy improvement plans based on SEF

<b>Governance</b>	<b>Delegated authority?</b>	<b>CEO</b>	<b>CFO</b>	<b>Head of Compliance</b>	<b>Chairs of Academy Council (COAC)</b>	<b>Academy Council</b>	<b>Principal</b>
<i>Location &gt;&gt;&gt;</i>	<i>Central</i>	<i>Central</i>	<i>Central</i>	<i>Central</i>	<i>Central</i>	<i>Academy</i>	<i>Academy</i>
Appointment of Directors	Directors appointed by sponsors (via members)	Recommendations to Board					
Removal of Directors	Directors removed by sponsors (via members)	Recommendations to Board					
Approval of terms of reference for sub-committees and Executive Working Groups	N	Recommendations to Board	Recommendations to Board	Recommendations to Board	Recommendations to Board		
Appointment and removal of Board appointed Academy Councillors (other than the chair)	F	Recommendations to COAC			Approve appointment and removal of Academy Councillors and report to Board	Recommendations to COAC	Recommendations to COAC
Appoint and remove Chair of Academy Council	N	Recommendations to Board			Recommendations to Board	Recommendations to Board	
Removal of non sponsor appointed Academy Councillors	F				Approve removal of Academy Councillors and report to Board	Recommendations to COAC	Recommendations to COAC
Appoint & Remove Clerk to the Board of Directors	P+	Recommendations to Board					
Appoint & Remove Clerk to the Academy Council	F			Joint appointment of clerk		Joint appointment of clerk	Recommendations to Academy Council
Authorised to approve/amend organisational scheme of delegation	N	Recommendations to Board	Recommendations to Board	Recommendations to Board			
Take out Director Indemnity Insurance Cover	F		Responsible for making adequate arrangements	Support CFO			
Acquisition and disposal of legal entities	N	Recommendations to Board	Provision of professional advice	Provision of professional advice			
Maintenance of register of interests	F			Responsible for ensuring register is maintained			
Ensuring the accuracy and suitability of the Risk Register	N					Ensures appropriate processes are in place	
Maintenance of Risk Management processes	F	Responsible for ensuring CLF risk register is maintained	Contributes to risk management processes	Responsible for managing risk register and risk management processes	Reviews relevant risks and contributes to process	Reviews relevant corporate risks and Academy Risk Register	Responsible for ensuring Academy risk register is maintained
Approval of CLF policies not specifically referenced elsewhere within this document, in accordance with the CLF Master Policies list	N	Makes recommendations to Board	Makes recommendations to Board	Makes recommendations to Board	Delegated authority for approval of any policies specifically delegated to COAC		
Approval of Academy policies not specifically referenced elsewhere within this document, in accordance with the CLF Master Policies list	F	Provision of professional advice to Academies	Provision of professional advice to Academies	Provision of professional advice to Academies	Reviews status of policy approval, recommends remedial action and identifies opportunities for central provision of documents.	Delegated authority for approval and monitoring of local academy policies and procedures in accordance with policies lists	Makes recommendations and reports to academy council

## Organisational Delegated Authority Framework

Education/Curriculum	Delegated authority?	CEO	Chairs of Academy Council	Scrutiny Panel	Academy Council	Principal
<i>Location &gt;&gt;&gt;</i>	<i>Central</i>	<i>Central</i>	<i>Central</i>	<i>Central</i>	<i>Academy</i>	<i>Academy</i>
Approval and monitoring of CLF and academy targets including for student achievement, progress and attendance	N	Responsible for proposing CLF and local targets to the Board and providing appropriate reporting	Review of local target setting processes and reporting to Board		Review of local target setting and responsible for holding Principal to account	Reports to academy council and Board via subcommittees
Approval of academy improvement plans based on Self Evaluation Framework (SEF) or other assessment	F	Education Director and Executive Principals quality assure Academy Improvement Plans and approves SEF	Responsible for monitoring performance of academy improvement plans and reporting exceptions to the Board		Delegated authority for approval and monitoring of academy improvement plans, reporting exceptions to the Chair of Academy Council	Responsible for development and delivery of academy improvement plans based on SEF
Post-Ofsted Federation Action Plan sign off	F	Makes recommendation to Scrutiny		Delegated authority for approval and monitoring of CLF post-OFSTED planning		
Post-Ofsted Academy Action Plan sign off	F		Review feedback and plans		Delegated authority for approval and monitoring of academy post-OFSTED planning	Makes recommendations and reports to academy council
Curriculum and assessment: Planning, implementation and review	F	Oversees development and delivery of effective curriculum plans			Monitors effectiveness of curriculum plans	Develops and delivers curriculum plans
Sign off of CLF educational policies in accordance with the CLF Master Policies list	F	Makes recommendations to Board	Delegated Authority			
Sign off of local academy educational policies and procedures in accordance with the CLF Master Policies list	F				Delegated authority for approval and monitoring of local academy policies and procedures	Makes recommendations and reports to academy council
Set term dates	F	Authorises term dates			Consulted	Makes recommendations to CEO
Set Length/ organisation of Academy day	F	Authorises organisation and Academy day			Consulted	Makes recommendations to CEO
Issues fixed term exclusions	F		Receives report annually and reviews		Receives report	Authorised, report to Ac Council
Issues permanent exclusions	F		Receives report annually and reviews		Convenes hearing to review Principal decision. This panel will consist of 3 Academy Councillors who may be drawn from across the Federation	Authorised, report to Ac Council
Holds exclusion appeals	F				Authorised	Supports exclusion appeals as required.
Admissions policy approval where no change is proposed	F	Makes recommendations to Academy Council			Authorised	Recommendation to Academy Council
Admissions policy approval where change is proposed	P*	Makes recommendations to Board			Recommendation to board via COAC	Recommendation to board via Academy Council
Admission appeals	F				Consulted	Authorised to attend admissions appeals

## Organisational Delegated Authority Framework

Finance	Delegated authority?	CEO	CFO	HR Director & Head of Compliance	Audit Committee	Academy Council	Principal
<i>Location &gt;&gt;&gt;</i>		<i>Central</i>	<i>Central</i>	<i>Central</i>	<i>Academy</i>	<i>Academy</i>	<i>Academy</i>
<b>STATUTORY REPORTING</b>							
Completion and approval of annual accounts and reports to funding and regulatory bodies	N	Review	Recommendation to CEO and Board				
Completion and submission of other accounting returns	F		Authorised				
Completing annual & periodic financial reports to Board and/or DfE and EFA (including income/expenditure, cash flow, projections etc.).	F		Authorised				
Authorised to complete PAYE returns	F		Authorised				
Authorised to complete VAT returns.	F		Authorised				
<b>SYSTEMS OF INTERNAL FINANCIAL CONTROL</b>							
Assurance over adequacy of systems of internal financial control	N	Provides assurance to EFA as AO	Provides assurance to CEO and Board	Supports Internal Audit programme	Receives reports from internal audit and makes recommendations to Board		
Approval of financial regulations	N		Recommendation to Board				
Appointment of internal auditors	F		Management of appointment process	HOC Supports appointment process	Authorised		
<b>BUDGET &amp; MANAGEMENT REPORTING</b>							
Approval of annual budget(s)	N	Endorsement as Accounting Officer	Oversight of preparation, review of budget plans, recommendation to Board		Review of detailed academy financial plans	Review of detailed academy financial plans	Preparation of detailed academy financial plans
Receipt and review of management accounts	N		Review of academy management accounts and preparation of summary report to Board		Review of academy financial position	Review of academy financial position	Accountable for local academy financial position
Approval of CLF Central budget and academy contributions	N	Recommendation to Board	Recommendation to Board				Consulted
Authority to make budget virements	F		Authorised to make budget virements and report to Board / Audit committee				
<b>RESERVES REQUESTS</b>							
Authority to approve reserves requests	N - where value > £250k F- where value is < £250k	Jointly authorised £100K - £250K;	Authorised Up to £100k and jointly with CEO to £250k			Reviews requests for Academies	Submits requests for Academies
<b>PURCHASING &amp; PROCUREMENT</b>							

Finance	Delegated authority?	CEO	CFO	HR Director & Head of Compliance	Audit Committee	Academy Council	Principal
<i>Location &gt;&gt;&gt;</i>		<i>Central</i>	<i>Central</i>	<i>Central</i>	<i>Academy</i>	<i>Academy</i>	<i>Academy</i>
Placing orders for goods and services, entering into contracts	N - where value > £250k F- where value is < £250k	Jointly authorised £100K - £250K;	Authorised Up to £100k and jointly with CEO to £250k				Authorised Up to £5K within agreed budget
Waiver of CLF financial regulations in respect of purchasing	F		Yes, reported to Audit Committee		Receives reports from CFO		
Ensuring compliance with tendering processes	F		Yes, reported to Board	HOC Responsibility for procurement activities			
<b>BANKING AUTHORITY &amp; CASH MANAGEMENT</b>							
Approval to borrow money	N		Recommend approval by Board				
Cashflow Management, Treasury & Investment policy	F		Authorised to Review and approve. Investment details to be informed to Audit committee				
Open a bank account and approve signatories	P**	Can be approved signatory	Can be approved signatory	HOC Can be approved signatory			Can be approved signatory
<b>TRANSACTION PROCESSING</b>							
Payroll - Starters, leavers and amendments	F	Authorises changes	Oversees systems of internal control and approves payroll	Can authorise payroll			Authorises changes
Payroll - Administration	F			HRD Authorised - Utilisation of Payroll Bureau			
Purchasing - Authorised to create vendors on accounting system	F		Authorised				
Authorises income including special grants and contracts under £100k	F		Authorised				
Authorisation of expense claims (cannot authorise ones own expenses)	F	Authorised	Authorised	Authorised			Authorised
Control account reconciliation	F		Authorised				
Write-off bad debts	N - where value > £45k F- where value is < £45k		Authorised up to £45k				Authorised up to £1k
<b>FIXED ASSETS</b>							
Management of capital funding	F		Ensures management and governance arrangements are appropriate and reports to Board	HOC Responsible for centrally run project management activity including capital projects			
Asset Register	F		Authorised to Review and approve				
Security Of Assets	F		Oversight and must report to Board by exception	HOC: Oversight and must report to Board by exception			Responsible for local security arrangements

<b>Finance</b>	<b>Delegated authority?</b>	<b>CEO</b>	<b>CFO</b>	<b>HR Director &amp; Head of Compliance</b>	<b>Audit Committee</b>	<b>Academy Council</b>	<b>Principal</b>
<i>Location &gt;&gt;&gt;</i>		<i>Central</i>	<i>Central</i>	<i>Central</i>	<i>Academy</i>	<i>Academy</i>	<i>Academy</i>
Disposal of Assets	N - where value > £50k F- where value is < £50k		Authorised to Review and approve up to £50k				
Loan of Assets	F		Authorised to Review and approve				
<b>INSURANCES</b>							
Annual Risk Review & Premium Renewal	F		Authorised to Review and approve	Supports review and associated activities			



## Organisational Delegated Authority Framework

Human resources	Delegated?	CEO	CFO	HRD	Academy Council	Principal
<i>Location &gt;&gt;&gt;</i>		<i>Central</i>	<i>Central</i>	<i>Central</i>	<i>Academy</i>	<i>Academy</i>
<b>Staff Structure</b>						
Authorised to Increase Academy/Organisational Headcount (Establishment) within existing staffing budget	F	Can authorise (with CFO) changes beyond overall budget	Can authorise changes within overall budget; reports changes in headcount to FEG committee			Can authorise replacement posts within existing staffing budget
Job Description sign off	F			Approves JDs		Agrees JD
<b>Grade of posts (teaching &amp; support staff)</b>						
Job evaluation policy & procedures	P+			Implements JE procedures		
Authorised to evaluate jobs and grades	F			Responsible for oversight and cross-organisational grading		Submits information to allow evaluation process
Authorised to agree/vary basic employment Terms & Conditions	P+			Ensures consistent application of T&Cs		
<b>Recruitment</b>						
Recruitment and appointment of CEO	N		Involved in process	Involved in process	Involved in process	Involved in process
Recruitment and appointment of Permanent Executive Team Members and Principals	P*	Appoints Executive Team and Principals jointly with Board		Involved in process	Involved in process of Principal appointment	
Recruitment and appointment of Interim Executive Team Members and Principals	F	Appoints Interim Executive Team and Principals (in consultation with the chair or their nominee)		Involved in process		
Recruitment and appointment of other Senior Leaders	F	Authorised to appoint other Senior leaders	Leads process for own teams	Leads process for own teams	Involved in process	Leads process for own teams
Recruitment and appointment of other staff	F		Authorised to appoint staff within own teams	Authorised to appoint staff within own teams	Can be involved in process	Authorised to appoint staff within own teams subject to safer recruitment training
Recruitment processes	F			Ensures legislative and best practice compliance in safe recruitment processes		
Signing of employment contracts	F (but Chair must sign CEO contract)	Signs contracts of Exec team and Principals		CLF HR team sign other employment contracts		
<b>Pay Policy</b>						
Annual approval of pay policy for teaching and leadership, including pay awards, pay point values, etc.	P+		Makes recommendation to Board	Contributes to recommendation made by CFO		

Human resources	Delegated?	CEO	CFO	HRD	Academy Council	Principal
<i>Location &gt;&gt;&gt;</i>		<i>Central</i>	<i>Central</i>	<i>Central</i>	<i>Academy</i>	<i>Academy</i>
Annual approval of pay policy for other staff, including Cost of living awards and pay progression.	P+		Makes recommendation to Board	Contributes to recommendation made by CFO		
Determination of pay ranges	F (except CEO)	Determines pay ranges for Leadership staff		Responsible for oversight and cross-organisational grading and Job Evaluation		
Appointment outside range in salary structure	F		Approves and reports to Audit committee			Proposal for new range
Allocation of TLR / SEN values	F		Approves if exceeds total budget	Responsible for oversight		Proposal for new posts within framework of pay policy in budget
Value of other discretionary allowances	F (except CEO)	Approval of discretionary allowances	Reviews proposal and makes recommendation to CEO	Proposals and advice on other allowances		Proposals for other allowances
Annual Pay Progression	P+	Ensures consistency	Ensures consistency	Ensures consistency	Involved in process for principal	Oversight of appraisal and recommendation to Remuneration committee
<b>Pension Policy &amp; Discretions</b>						
Handling of all pension matters (teachers and support staff)	F			Makes appropriate pension arrangements and ensures proper administration		
Approval of use of discretions	N			Makes recommendation to Board		
<b>Operation of policies</b>						
Approval of Federation employment policies	P+			Makes recommendations to Board		
Objective setting and performance appraisal	F (except CEO)	Appraises Principals, CFO and Exec team with Board / Council as appropriate	Appraisal arrangements for own team	Oversight of process	Assists in Principal appraisals, and SLT appraisals	Appraisal arrangements for own team
Approval of formal restructure plans	P+	Makes recommendations to Board	Makes recommendations to Board	Makes recommendations to Board with CFO		Part of Process
Approval of severance or redundancy agreements	P+	Makes recommendations to Board	Makes recommendation to Board	Makes recommendations to Board with CFO		Part of Process
Authority to issue warnings or other disciplinary measures except dismissal	F	May issue warnings in own teams	May issue warnings in own teams	May issue warnings in own teams	Part of formal panel	May issue warnings in own teams

Human resources	Delegated?	CEO	CFO	HRD	Academy Council	Principal
<i>Location &gt;&gt;&gt;</i>		<i>Central</i>	<i>Central</i>	<i>Central</i>	<i>Academy</i>	<i>Academy</i>
Authorisation of settlement agreements	P+ - where value > £50k or 1 yr. Salary (whichever lowest) F- where value is < £50k or 1 yr. Salary (whichever lowest)	May negotiate and make recommendation to Board	May negotiate and make recommendation to Board	Makes recommendations to Board with CFO		
Suspension	F (except CEO, CFO)	Yes (Exec teams and Principals)	Yes (own team)	Yes (own team)	Informed as appropriate	Yes (own team)
Dismissal	F	CEO or other executive team member must be involved in dismissal panels	CEO or other executive team member must be involved in dismissal panels	CEO or other executive team member must be involved in dismissal panels	Part of formal panel	Part of formal panel
Appeals	N					

## Organisational Delegated Authority Framework

HEALTH AND SAFETY	Delegated?	CEO	Head of Compliance	Academy Council	Principal
<i>location &gt;&gt;&gt;</i>		<i>Central</i>	<i>Central</i>	<i>Academy</i>	<i>Academy</i>
Health and Safety Policy	N		Makes recommendation to Board	Responsible for implementation of local policy	
Ensuring the adequacy of health and safety practice throughout CLF	N		Oversees CLF arrangements and reports to Board	Ensures Academy arrangements are adequate	Reports to Academy Council
Critical incident planning	Y		Holds CLF and Academy Critical incident plans and reviews as appropriate	Ensures critical incident plans are adequate and in place	Reports to Academy Council
Health and Safety RIDDOR reporting	Y		Ensures RIDDOR reporting is in place		
Health and Safety Accident reporting	Y		Monitoring and reporting of exceptions	Ensures that accident reporting arrangements are in place	Ensures that accident reporting arrangements are in place
Statutory training	Y		Monitors CLF statutory training for H&S and reports to Board	Monitors Academy statutory training for H&S	Ensures that there are arrangements for statutory training for H&S
Statutory compliance testing	Y		Implements and monitors CLF statutory compliance testing and reports concerns to Board		Monitors local statutory compliance testing (ABM)
Academy health and safety arrangements including committee and use of risk assessments	Y			Receives reports of H&S committee	Ensures the H&S committee is in place and reports to Academy Council
Fire risk assessment	N		Ensures all academies have valid risk assessments in place	information only	
Asbestos risk assessment	N		Ensures all academies have valid risk assessments in place		
General monitoring and action plans in relation to safety of sites including buildings conditions	P+		Drafts action plans from audits, reporting to Board	Reviews progress against action plans	Implements action plans

## Organisational Delegated Authority Framework

Safeguarding	Is authority delegated from the Board?	Designated Director for Safeguarding	Strategic Safeguarding Lead	Chairs of Academy Council (COAC)	Academy Council	Academy Council Safeguarding Representative	Principal	Federation Designated Safeguarding Officer (DSO)	Designated Safeguarding Lead (DSL)	HRD
<i>location &gt;&gt;&gt;</i>		<i>Central</i>	<i>Central</i>	<i>Central</i>	<i>Academy</i>	<i>Academy</i>	<i>Academy</i>	<i>Central</i>	<i>Academy</i>	<i>Central</i>
<b>Policies and Procedures</b>										
Ensure suitable Safeguarding Policy and associated procedures are in place across the federation	N	Assists CEO in formation of policy documents	Responsible for implementation of Safeguarding Policy and procedures	Safeguarding concerns escalated to board	Approves Safeguarding Policy and procedures at Academy level.	Ensures Academy Council approves the Safeguarding Policy	Adopts Safeguarding Policy and procedures and ensures they are communicated to, and implemented by, all staff	Contributes to the production and implementation of the Safeguarding Policy and procedures		
Monitor the effectiveness of the CLF Safeguarding Policy	Y	Monitors the effectiveness of the CLF Safeguarding Policy and reports concerns to the board	Ensures annual review of Safeguarding Policy takes place		Reviews the Safeguarding Policy annually	Provide advice to the Academy Council for the review of the Safeguarding Policy	Reviews effectiveness of the Safeguarding policy and makes recommendations for change where appropriate	Reviews effectiveness of the Safeguarding policy and makes recommendations for change where appropriate	Reports recommendations for changes to the Safeguarding policy to Principal	
Receive an annual report on the Federation's Safeguarding policy and procedures	N	Receives annual report and shares with board	Provides annual report to the Designated Director for Safeguarding			Provides feedback to the DSO to assist with producing Federation safeguarding annual report		Assists Strategic Safeguarding Lead in producing annual report on Safeguarding	Provides data and other feedback to the DSO to assist with producing annual report	
Receive a termly report on the Academy Safeguarding policy and procedures	Y		Receives collated termly Safeguarding report		Receives and signs termly Safeguarding report	Ensures an termly Safeguarding report is produced and presented to AC	Meets DSL and ensures termly Academy Safeguarding report produced	Reviews reports and collates for Safeguarding Lead	Produces termly Academy Safeguarding report	
<b>Audits</b>										
Ensure Annual Safeguarding audits take place and are appropriately reported to the board	Y	Ensures annual LA safeguarding audits take place and reports received by the board	Commissions CLF Safeguarding checklist and receive reports			Ensure annual LA safeguarding audit takes place and that Academy completes CLF checklist and next steps are agreed	Reviews audit and checklist and ensures next steps are implemented		Complete LA safeguarding audit and CLF checklist and provide initial next steps	
<b>Training</b>										
Attend all relevant training	Y	Attends all relevant training and reads KCSIE	Attends all relevant training and reads KCSIE		Attends all relevant training and reads KCSIE	Attends all relevant training and reads KCSIE	Attends all relevant training and reads KCSIE	Attends all relevant training and reads KCSIE		
Ensure all Designated Safeguarding Leads and their deputies receive appropriate training	Y	Ensures up to date records are kept of all DSL training	Ensures all Designated Safeguarding Leads and their deputies receive appropriate training			Attends all required safeguarding training Monitors training records for Academy Staff and reports issues	Ensures all Academy Designated Safeguarding Leads and deputies receive appropriate training	Develops and implements DSL training and ensures deputies are adequately trained	Attends all required training to meet with legislative and CLF requirements	
Ensure all central and academy staff receive required training	Y		Ensures all staff receive appropriate training and records of this kept		Monitors training records	Monitors training records	Ensures all academy staff receive required training and records of this kept	Supports development and delivery of training		
<b>Other</b>										

Safeguarding	Is authority delegated from the Board?	Designated Director for Safeguarding	Strategic Safeguarding Lead	Chairs of Academy Council (COAC)	Academy Council	Academy Council Safeguarding Representative	Principal	Federation Designated Safeguarding Officer (DSO)	Designated Safeguarding Lead (DSL)	HRD
<i>location &gt;&gt;&gt;</i>		<i>Central</i>	<i>Central</i>	<i>Central</i>	<i>Academy</i>	<i>Academy</i>	<i>Academy</i>	<i>Central</i>	<i>Academy</i>	<i>Central</i>
Ensures each Academy Council appoints a Safeguarding Councillor representative	Y			Ensures each Academy has a Safeguarding Councillor identified	Appoints a Safeguarding Councillor representative.					
Ensure Safer Recruitment procedures are implemented and adhered to	Y	Monitors the CLF Safer Recruitment processes	Ensures all senior leadership teams adhere to Safer Recruitment processes		Monitors Safer Recruitment processes	Monitors Safer Recruitment processes	Adheres to Safer Recruitment processes			Ensures a Safer Recruitment process is in place and understood by all academies.
Ensure Prevent agenda is implemented and adhered to	Y	Receives report on Prevent Agenda in safeguarding reporting	Monitors Prevent Agenda at CLF level			Monitors Prevent Agenda has been implemented in Academy	Ensures lead for the Prevent agenda is identified, trained and documented in Academy policy	Acts as Federation lead for the Prevent agenda	May act as Academy lead for the Prevent agenda	
Confidential Safeguarding issues reported to LADO where appropriate	Y	Reports safeguarding issues to LADO (if concerns are about CEO, Chair of Board will report concerns to LADO)	Is notified of referrals			Is notified of referrals	Reports safeguarding issues to LADO as appropriate	Is notified of referrals	Notifies Principal or DSO of concerns or referrals to LADO	
Operation of Safeguarding investigations	Y	Reviews process for Commissioning Safeguarding Investigations	Supports safeguarding investigations				Commissions Safeguarding Investigations	Supports safeguarding investigations		Commissions Safeguarding Investigations