

Strategic Direction and Governance of Inspire Trust (SDG)	CEO			Headteacher / Principal			Head of Academy			Business Manager			Corporate Services		
	A	L	O	A	L	O	A	L	O	A	L	O	A	L	O
In consultation with the Trust Board agree and provide support for the Governance (and Governance Development) of the Trust at all levels.	✓	✓	✓										✓	✓	✓
Agree and provide support for the establishment and setting of the Financial Framework and budgets for the Trust and Inspire Trust's Schools and Colleges to operate within.	✓	✓	✓							✓	✓	✓			
Agree and provide support for the establishment and setting of the Corporate Services Framework for the Trust and Inspire Trust's Schools and Colleges to operate within.	✓	✓	✓								✓	✓	✓	✓	✓
To secure Safeguarding arrangements for the Trust and Inspire Trust's Schools and Colleges in line with legal and regulatory requirements.	✓	✓	✓	✓	✓	✓	✓	✓	✓						✓
To scrutinise, review, challenge and report to the Board and external agencies on the educational performance of academies.	✓	✓	✓												
To scrutinise, review, challenge and report to the Board and external agencies on the operational performance of academies	✓	✓	✓												
Secure equality in all aspects of trust operations.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Develop and ensure delivery of the trust's operational Scheme of Delegation.	✓	✓	✓			✓			✓	✓	✓	✓	✓	✓	✓
Respond to escalated complaints and ensure effective responses are provided.	✓	✓	✓											✓	✓
Develop Policy and Procedure to support the Strategic and Operating Frameworks of the trust.	✓	✓	✓							✓	✓	✓	✓	✓	✓
Develop and agree the specific financial scheme of delegation	✓	✓	✓							✓	✓	✓			
Develop and agree the specific staffing scheme of delegation	✓	✓	✓										✓	✓	✓

Leadership and Management of the School / College (LM)	CEO			Headteacher / Principal			Head of Academy			Business Manager			Corporate Services		
	A	L	O	A	L	O	A	L	O	A	L	O	A	L	O
Develop and implement the strategic direction of the school within the framework established by the trust				✓	✓	✓	✓	✓	✓						
Within the framework established by the trust formulate the School / College Improvement Plan for approval by the Board.				✓	✓	✓	✓	✓	✓						
Within the framework established by the trust ensure delivery of the School / College Improvement Plan to secure the agreed Learning, Teaching and Assessment outcomes.				✓	✓	✓	✓	✓	✓						
Within the framework established by the trust ensure delivery of the School / College Improvement Plan to secure the agreed Outcomes for Pupils/Students.				✓	✓	✓	✓	✓	✓						
Within the framework established by the trust ensure delivery of the School / College Improvement Plan to secure the agreed Pupil Personal Wellbeing and Behaviour outcomes.				✓	✓	✓	✓	✓	✓						
Establish the school / college budget for approval by the trust; ensure that the school / college operates within the agreed budget and does not operate in deficit.				✓	✓	✓			✓	✓	✓	✓			
Ensure that the school / college operates in accordance with the financial regulations as agreed by the trust.				✓	✓	✓			✓	✓	✓	✓			
Ensure that the school / college operates within the Corporate Services Framework agreed by the trust.				✓	✓	✓			✓				✓		
Ensure that the school / college operates within the trust Safeguarding Policy.				✓	✓	✓	✓	✓	✓					✓	✓

Leadership and Management of the School / College (LM)	CEO			Headteacher / Principal			Head of Academy			Business Manager			Corporate Services		
	A	L	O	A	L	O	A	L	O	A	L	O	A	L	O
Scrutinise, review, challenge and report to the Board and external agencies on the educational performance of the school /college.				✓	✓	✓	✓	✓	✓						
Scrutinise, review, challenge and report to the Board and external agencies on the operational performance of the school / college.				✓	✓	✓	✓	✓	✓						
Advise and assist the trust in the exercise of its functions and to make such reports as may be required.				✓	✓	✓	✓	✓	✓						
Ensure the efficient and effective day to day management and control of the school / college.				✓	✓	✓	✓	✓	✓						
Develop School / College specific Policy and Procedure to support the Strategic and Operating Frameworks of the school/ college for approval by the trust.				✓	✓	✓			✓	✓	✓	✓		✓	✓
Develop and ensure delivery of accountabilities contained in the trust's Operational Scheme of Delegation.				✓	✓	✓	✓	✓	✓	✓	✓			✓	✓

Learning, Teaching and Assessment of the School / College (LTA)	CEO			Headteacher / Principal			Head of Academy			Business Manager			Corporate Services		
	A	L	O	A	L	O	A	L	O	A	L	O	A	L	O
In accordance with the Trust LTA Framework ensure the effective deployment of strategies to secure outcomes for pupils/students.				✓	✓	✓	✓	✓	✓						
Lead and direct the LTA framework of the school / college via effective MRE / QA / Improvement planning appropriate to the school / college.				✓	✓	✓	✓	✓	✓						
Evaluate standards of teaching and learning and ensure proper standards of professional performance are established and maintained agreeing and implementing actions for improvement and for sharing excellent practice.				✓	✓	✓	✓	✓	✓						
Evaluate the progress of pupils/students, cohorts and subjects and establish actions to address underperformance and actions to cascade excellent performance.				✓	✓	✓	✓	✓	✓						
Set targets for pupil/student, cohort and subject achievement and actions to assure achievement.				✓	✓	✓	✓	✓	✓						
Communicate pupil/student performance levels to the trust, staff, pupils, students and their parents/carers.				✓	✓	✓	✓	✓	✓						
Respond to all first and second level complaints ensuring effective responses are provided in respect of teaching, learning or assessment.				✓	✓	✓	✓	✓	✓						
Lead and direct LTA CPD (including development at all levels from entry to leadership)				✓	✓	✓	✓	✓	✓						
Develop and ensure delivery of the LTA actions assigned via the trust's Operational Scheme of Delegation.				✓	✓	✓	✓	✓	✓						
Develop Policy and Procedure to support the Strategic and Operating Frameworks of the trust as directed.				✓	✓	✓	✓	✓	✓						
Lead and direct all day to day aspects of LTA for the school in line with trust Policy and Procedures.				✓	✓	✓	✓	✓	✓						

Outcomes for Pupils/Students of the School / College (OPS)	CEO			Headteacher/ Principal			Head of Academy			Business Manager			Corporate Services		
	A	L	O	A	L	O	A	L	O	A	L	O	A	L	O
In accordance with the trust OPS framework ensure effective deployment of strategies to secure the agreed outcomes.				✓	✓	✓	✓	✓	✓						
Lead and manage an appropriate curriculum model to be approved by the trust.				✓	✓	✓	✓	✓	✓						
Ensure that the curriculum model meets statutory requirements and the needs of pupils / students complies with national curriculum requirements and meets qualification and exam board requirements.				✓	✓	✓	✓	✓	✓						
Evaluate and report on the effectiveness of the curriculum model in meeting the needs of pupils/students and outcomes for pupils/students.				✓	✓	✓	✓	✓	✓						
Evaluate the progress of pupils/students, cohorts and subjects and establish actions to address underperformance.				✓	✓	✓	✓	✓	✓						
Dis-apply pupils/students from the National Curriculum				✓	✓	✓	✓	✓	✓						
Lead and manage the school's / college's educational logistics.				✓	✓	✓	✓	✓	✓						
Ensure that all aspects of the curriculum and its requirements are communicated effectively to staff, pupils/students and their parents/carers.				✓	✓	✓	✓	✓	✓						
Respond to all first and second level complaints in respect of the curriculum and outcomes for pupils/students and ensure effective responses are provided.				✓	✓	✓	✓	✓	✓						
Lead and direct OPS related CPD (including development at all levels from entry to leadership)				✓	✓	✓	✓	✓	✓						
Develop and ensure delivery of the OPS actions assigned via the trust's Operational Scheme of Delegation.				✓	✓	✓	✓	✓	✓						
Develop Policy and Procedure to support the Strategic and Operating Frameworks of the trust as directed.				✓	✓	✓	✓	✓	✓						
Lead and direct all day to day aspects of OPS for the school/college in line with trust Policy and Procedures.				✓	✓	✓	✓	✓	✓						

Personal Wellbeing and Behaviour of the School / College (PWB)	CEO			Headteacher / Principal			Head of Academy			Business Manager			Corporate Services		
	A	L	O	A	L	O	A	L	O	A	L	O	A	L	O
In accordance with the Trust PWB Framework ensure the effective deployment of strategies to secure outcomes for pupils/students.				✓	✓	✓	✓	✓	✓						
Lead and direct the PWB Framework of the school/college via effective MRE/QA/Improvement planning appropriate to the school/college.				✓	✓	✓	✓	✓	✓						
Evaluate standards of PWB and ensure proper standards of professional performance are established and maintained agreeing and implementing actions for improvement and for sharing excellent practice.				✓	✓	✓	✓	✓	✓						
Evaluate the progress of pupils/students, cohorts and subjects and establish actions to address underperformance and actions to cascade excellent performance.				✓	✓	✓	✓	✓	✓						
Set targets for pupil/students, cohort and subject achievement and actions to assure achievement.				✓	✓	✓	✓	✓	✓						
Communicate pupil/student performance levels to the Trust, staff, pupils/students and their parents/carers.				✓	✓	✓	✓	✓	✓						
Respond to all first and second level complaints in respect of the personal wellbeing and behaviour and ensure effective responses are provided.				✓	✓	✓	✓	✓	✓						
Lead and direct PWB CPD (including development at all levels from entry to leadership)				✓	✓	✓	✓	✓	✓						
Develop and ensure delivery of the PWB actions assigned via the trust's Operational Scheme of Delegation.				✓	✓	✓	✓	✓	✓						
Develop Policy and Procedure to support the Strategic and Operating Frameworks of the trust.				✓	✓	✓	✓	✓	✓						

Personal Wellbeing and Behaviour of the School / College (PWB)	CEO			Headteacher / Principal			Head of Academy			Business Manager			Corporate Services		
	A	L	O	A	L	O	A	L	O	A	L	O	A	L	O
Lead and direct all day to day aspects of PWB in line with Trust Policy and Procedures.				✓	✓	✓	✓	✓	✓						
Implement special educational needs policy (including liaison with external agencies)				✓	✓	✓	✓	✓	✓						
Ensure, where appropriate, that pupils/students take part in a daily act of collective worship				✓	✓	✓	✓	✓	✓						
Determine measures to promote good behaviour				✓	✓	✓	✓	✓	✓						
Decide whether to admit pupils/students and or to appeal against LA directions to admit pupils/students.				✓	✓	✓	✓	✓	✓						
Determine, review and ensure that child protection arrangements are in place and effective				✓	✓	✓	✓	✓	✓						
Exclude pupils/students.				✓	✓	✓	✓	✓	✓						

Corporate Services (CS)	CEO			Headteacher / Principal			Head of Academy			Business Manager			Corporate Services		
	A	L	O	A	L	O	A	L	O	A	L	O	A	L	O
Agree and provide support for the establishment and setting of the CS Framework for the trust Schools/Colleges to operate within.	✓	✓											✓	✓	✓
In accordance with the CS Framework for the trust ensure the effective deployment of strategies to secure efficient and effective Corporate Services.	✓	✓											✓	✓	✓
To scrutinise, review, challenge and report to the Board and external agencies on the operational performance of the academies in respect of Corporate Services	✓	✓											✓	✓	✓
To establish the staffing structure (contractual, Terms and Conditions of Employment) within the legal and regulatory frameworks.	✓	✓		✓	✓	✓		✓	✓				✓	✓	✓
Review of the Staffing Structure, equity, standards and utilisation.	✓	✓		✓	✓	✓		✓	✓				✓	✓	✓
Develop, review and report on the application of staffing policies:	✓	✓		✓	✓	✓		✓	✓				✓	✓	✓

Business Manager (Resources)	CEO			Headteacher / Principal			Head of Academy			Business Manager			Corporate Services		
	A	L	O	A	L	O	A	L	O	A	L	O	A	L	O
Agree financial management structure in line with the Funding Agreement and all relevant financial regulations (including the system of internal control).	✓	✓								✓	✓	✓			
Formulate the budget plan in line with School/College Development Plan priorities to meet the needs of all pupils	✓	✓		✓	✓	✓			✓	✓	✓	✓			
Monitor monthly expenditure, make payments and enter into contracts at the limit set by the agreed Financial Delegation	✓	✓		✓	✓	✓			✓	✓	✓	✓			
To scrutinise, review, challenge and report to the Board and external agencies on the financial performance of Inspire Trust academies in respect of Corporate Services	✓	✓		✓	✓	✓			✓	✓	✓	✓			
To establish the financial reporting structures and protocols within the legal and regulatory frameworks.	✓	✓			✓	✓			✓	✓	✓	✓			
Investigate financial irregularities (except for Headteacher / Principal or CEO)	✓	✓								✓	✓	✓			
Implement extended services policy	✓	✓		✓	✓	✓		✓	✓	✓	✓	✓			
Advise governing body on insurance coverage for risks	✓	✓								✓	✓	✓			
Ensure building maintenance is undertaken	✓	✓		✓	✓	✓			✓	✓	✓	✓			
Agree and review health and safety policy statement and requirements	✓	✓		✓	✓	✓			✓	✓	✓	✓			
Make arrangements for the security and effective supervision of the premises	✓	✓		✓	✓	✓			✓	✓	✓	✓			
Develop and ensure delivery of the trust's Operational Scheme of Delegation.	✓	✓		✓	✓	✓			✓	✓	✓	✓			
Develop and ensure delivery of the trust's Financial Scheme of Delegation.	✓					✓			✓	✓	✓	✓			
Develop Policy and Procedure to support the Strategic and	✓	✓		✓	✓	✓			✓	✓	✓	✓			

Operating Frameworks of the Trust.																	
Ensure IT is reliable, robust and fit for purpose	✓	✓		✓	✓	✓			✓	✓	✓	✓					
Agree and review all IT policies and procedures	✓	✓		✓	✓	✓			✓	✓	✓	✓					
Develop and ensure delivery of Trust IT development plan	✓	✓		✓	✓	✓			✓	✓	✓	✓					