

## TERMS OF REFERENCE – BOARD OF DIRECTORS

*Strategic oversight, setting visions and policies for the Trust, governance, contractual relationships with third parties*

### **Vision and Accountability**

- Setting out the vision for the Trust and its application at both Trust and academy/school levels
- Determination of corporate strategy and planning
- Compliance with all legislation, charity and company law
- Reports to the Trust Board
- Sets the terms of reference for the Local Governing Bodies (LGBs)
- Appoints Chairs to Local Governing Bodies
- Compliance with Articles & Funding Agreements determining the admissions policy and arrangements for each academy/school (in accordance with the law and DfE codes of practice)
- Setting HR policies and procedures (as legal employer of all staff), developing appropriate terms and conditions of service with each academy/school, including the performance management policy and pay policy
- Setting other Trust wide policies such as health & safety, DBS etc
- Has the power to overrule decisions made by its sub-committees and the five Local Governing Bodies
- Oversight of public relations activities to project the activities of the Trust and the academies/schools to the wider community

### **Standards**

- Oversight of standards and outcomes across the Trust
- Annual target setting for the Trust in general and for individual academies/schools
- Regular reviews of performance across the Trust
- Support and intervention strategies for individual academies/school
- Oversight of key performance data on a Trust and individual academy/school basis
- Power to withdraw delegated powers from a Local Governing Body and, if necessary, disband it

### **Appointments and training**

- Ensuring processes in place for appointment of Trustees, Directors and Governors of Local Governing Bodies
- Appointing the Principals/Headteachers (in consultation with the Local Governing Body), the clerk to the Local Governing Body and the Responsible Officer
- Responsibility for the performance management of the Executive Principal and the headteachers in consultation with the LGB
- Appointment and oversight of cross academy/school staff
- Training and evaluating the Trustees, Directors & Governors

## **Composition of board**

- Executive Principal Sidney Stringer Multi Academy Trust
- Pro Vice Chancellor Coventry University – Chair of Sidney Stringer LGB
- Retired Local Government Officer with 10 years strategic services experience within the Local Education Authority and former Chair of Governors for a Coventry Primary School
- Experienced Chair across the region, Current Vice Chair of Trust, retired secondary school headteacher, Chair Radford Academy
- Current Chair of Ernesford Grange Academy, experienced Governor across the City, works in the field of engineering
- Former Assistant Chief Executive with Coventry City Council, Chair of Sidney Stringer Primary School, experienced Governor across the City
- Accountant/finance director Coventry City Council

The Chair of the board will be elected by the trust. The board will appoint chairs to lead each of the 5 local governing bodies from this board.

### **Role:**

- Responsible for standards and performance of the Multi-Academy Schools on behalf of the Trust Members.
- Reports to the Academy Trust Members
- Sets the terms of reference for the Local Governing Bodies (LGBs)
- Has the power to overrule decisions made by its sub-committees and the five Local Governing Bodies
- Appoints Chairs to Local Governing Bodies

The Executive head teacher is also part of this board. The Chair of the board will be elected by the Trust. The board will appoint Chairs to lead each of the 5 local governing bodies.

### **Example of core agenda for a Board meeting**

- Progress toward Academy/School and MAT Improvement Plan targets of each school/Academy
- Report on performance from each Academy/School Local Governing Body
- Report on performance from Business and Finance Committee
- Reports from any other committees set up by the Board
- Review of safeguarding
- Performance management of Key leaders
- Sets strategic objectives
- Demines policies to ensure compliance
- Approving budgets