

RMAT Scheme of Delegation

About this Scheme of Delegation

This Scheme of Delegation outlines the delegated responsibilities between the key governance tiers within RMAT – the Trust Board, Executive Team, Academy Principals and Local Review Boards. This Summary is written according to the Responsible Accountable Consulted Informed (“RACI”) framework, outlining who is **responsible** for delivery, **accountable**, **consulted** or **informed** in relation to the key delivery areas within RMAT, defined as follows:

- **Responsible** – these are the “doers” of the task. They must complete the task or objective or make the decision. Several people can be either jointly responsible or responsible for delivering a specific aspect of the task. For example, while one person may be responsible for delivering an objective, others may be responsible for monitoring or scrutinising that delivery or preparing information and reports delivery on that delivery.
- **Accountable** – this person or body is the “owner” of the task. They must sign off or approve when the task, objective or decision is complete. This person or body must make sure that responsibilities are assigned in the matrix for all related activities. There is only one person or body accountable.
- **Consulted** – the individuals or bodies who are active participants who will be consulted as part of the process of completing a task. Their input is required before the task can be completed and signed-off. While those responsible and accountable are not obliged to accept the views put forward, they must be actively considered. Consulted however does not mean that they are decision makers for the task.
- **Informed** – the individuals or bodies who need to be kept “in the picture.” They need updates on progress or decision, but they do not need to be formally consulted, nor do they contribute directly to the task or decision.

This Summary is designed for use by governance stakeholders within RMAT and external regulators, including Ofsted and the Education & Skills Funding Agency (“ESFA”). In line with the requirement outlined in the Academy Trust Handbook (also known as the Academies Financial Handbook), it is also made available on RMATs website and can be viewed by parents, community members and the wider public. It should be read alongside RMAT’s Committee Terms of Reference and RMATs Financial Regulations.

RMAT is a charitable educational trust and company limited by guarantee. Company number 07990619. Details of RMAT Members, Trustees, Executive and Local Review Board members, including business interests and attendance at meetings, can be found on RMATs website.

Summary of Governance Structure

Within RMAT, the overarching approach to delegations for each governance tier is as follows:

- **Members** – Members have responsibility for ensuring the purpose of RMAT is met as set out in its Articles of Association. Members need to assure themselves that governance of RMAT is effective and that RMAT’s Trustees are acting in accordance with RMAT’s charitable objectives. This document sets out areas where the RMAT Board delegates functions and as such does not include the roles or responsibilities of the Members.
- **RMAT Board** – The RMAT Board holds ultimate legal **accountabilities** for all aspects of operational delivery, as well as being **responsible** for RMAT policy and decision-making. Trustees oversee the management and administration of RMAT and the academies run by RMAT and delegate authority and responsibility to others, including the Executive team and Academy leadership teams who undertake the day-to-day management of the academies. Key matters reserved to the Board include strategic direction, vision and values, and approval of the RMAT business plan, policies, and educational targets.
- **RMAT Board Committees** – the RMAT Board is supported by four Committees that deliver detailed scrutiny and make delegated decisions on behalf of or make recommendations to the Board. These are the Standards Committee, Finance and Resources Committee, Audit and Risk Committee and Pay, People and Performance Committee. The RMAT Board from time to time also establishes other committees to manage issues such as Standards in a particular RMAT setting.
- **Executive Team** – this is the central team of RMAT consisting of the senior leaders **responsible** for the operational running of the organisation, supporting individual academies with operational matters to meet the both the core object of RMAT to advance education for public benefit, and to achieve strategic targets as set by the RMAT Board. The membership of the Executive Team includes the Chief Executive /Accounting Officer, Academy Principals, Executive Director of School Improvement, Chief Financial Officer, Chief Operating Officer, the Director of HR, Director of IT and Data, Director of Safeguarding and SEND and the Director of Attendance. The Accounting Officer may identify and recommend the addition of further members of the Executive Team.

- **Academy Principals**– the Academy Principals within RMAT are **responsible** for all aspects of the day to day running of their setting and operational delivery of Academy improvement plans.
- **Local Review Boards (“LRB’s”)**– At Academy level LRB’s will monitor and understand how the Academy is led and managed, be the key link between the Academy and its community and have a role in influencing decision making. They will have a direct link to the RMAT Board should concerns need to be raised.
- **Chief Executive Officer of Baker Dearing** – The Chief Executive of Baker Dearing will be consulted on some matters relating to the UTC Leeds as required by the UTC Charter.

In addition to the delegations set out in this document, some functions may be further delegated, for example by the Chief Executive to members of the Executive Team or from one of the Academy Principals to senior Academy staff. In line with RMATs Articles of Association, where any function or power that has been delegated is further delegated, the Board must be informed as soon as is reasonably practicable. The Articles contain further detail on the requirements under the section on Delegation (Article 105 onwards). The RMAT Board retains overarching responsibility for all decisions made. The Chair (or the Vice Chair in the absence of the Chair has the power to carry out functions of the RMAT Board through Chair’s action **only** in exceptional circumstances where a delay in doing so would be seriously detrimental to the interests of RMAT or/and its Academies and it would not be possible to postpone a decision until a meeting of the RMAT Board. The use of Chair’s action must be compliant with RMATs financial regulations.

Approval and Renewal

RMAT’s Scheme of Delegation will be renewed at least **annually** or so that the roles and responsibilities outlined continually reflect the realities of RMATs Organisation or when another school joins RMAT.

Key	
R	Responsible
A	Accountable
C	Consulted
I	Informed

Governance Function	Members	Trustees	ARC	FRC	PPPC	Standards	LRB	Chief Executive	Chief Financial Officer	Academy Principal	Chief Operating Officer	Baker Dearing
Governance												
Appointment and Removal of Members	R	I						I			C	
Appointment and Removal of Trustees	R	C					I	I			C	
Appointment and Removal of the Chair of the RMAT Board	I	R					I	C			C	
Appointment and Removal of RMAT Committee Chairs		R						I			C	
Appointment of Safeguarding Trustee		R					I	I		I	C	
Appointment of Special Educational Needs Trustee		R					I	I		I	C	
Appointment and removal of members of an LRB		A					C	I		C	R	
Approval of Parent and Staff members of an LRB		A					C			C	R	
Appointment and removal of LRB Chairs		R					C	C		C	C	
Systems & Structures												
Review and Agree Articles of Association	R	C					C	C			C	
Review and Agree Scheme of Delegation		A					C	C		I	R	C
Review and Agree Terms of Reference of the RMAT Board and its committees other than LRB's		A					I	C		I	R	
Review and Agree Terms of Reference of LRB's		A					C	C			R	
Agree schedule of Governance business		A					I	C	I	I	R	
Triennial External Governance Review		R					I	I	I	I	C	
Annual Review and skills audit of RMAT Board including financial skill set		A						I			R	
Annual Review and skills audit of LRB's		A					C	I		I	R	
360-degree review of RMATs Chair's performance		A									R	

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Governance Function	Members	Trustees	ARC	FRC	PPPC	Standards	LRB	Chief Executive	Chief Financial Officer	Academy Principal	Chief Operating Officer	Baker Dearing
Review of LRB's performance		A					C	I		I	R	
Attend RMAT Inspections		A				I	R	R		R	I	
Strategic Leadership												
RMAT Strategic Plan including Vision and Values	I	A					C	R		I	C	
Academy Improvement Plans & Implementation of Improvement Plans		A					C	R		R		
Approval of RMAT wide Policies		A	R	R	R	R	I	R		I	R	
RMAT Management of Board Assurance Framework and Risk Management		A	R					R	C	C	R	
Academy Management of Risk including Academy Risk Register		A					C	R		R	R	
Engagement with Stakeholders		A				I	R	C		R	C	
Growth Strategy												
Set vision and Targets for RMAT Growth	I	A					I	R	I	I	R	
Undertake due diligence review process on potential schools joining the Trust		A						R	R		R	
Approve new schools joining RMAT	I	R					I	R	C	I	C	
Governance Reporting												
RMAT Website – Content and Compliance		A						R			R	
Academy Websites – Content and Compliance		A					I	R		R	R	
RMAT Board Annual Report and Accounts	I	A	R	R				R	R		C	
RMAT Board Annual Stakeholder Report	I	A				I	I	R		I	C	
ESFA required reports and returns		A						R	R		R	

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Governance Function	Members	Trustees	ARC	FRC	PPPC	Standards	LRB	Chief Executive	Chief Financial Officer	Academy Principal	Chief Operating Officer	Baker Dearing
Academy Performance Reports		A					R	R		R	C	
Performance												
Ensuring Compliance		A	R				C	R	R	R	R	
Ensuring Audit and Reporting arrangements across RMAT		A	R				C	R	R		R	
Monitoring progress on KPI: Agree reporting requirements		R					C	R	R	C	R	
Financial Accountability												
Appointment of External Auditors	A	R	R					C	C		C	
Appointment of Internal Auditors	I	A						R	C		C	
Agree Financial Scheme of Delegation		A	R	C			I	C	C	I	C	
Receive and respond to External Audit	I	A	R	C				R	R		C	
Benchmarking value for money		A		I	I			C	R	C	C	
Manage conflict of interests and related party transactions		A	R					R	R		R	
Ensure compliance with ESFA requirement		A	R					R	R		R	
Ensure adequate insurance cover is in place		A		R				R	R	R	R	
Maintain RMATs risk register		A	R					R	C	C	R	
Maintain Academy risk register		A	R				C	R	I	R	R	
Finance and Resources												
Set RMAT and Academy Budgets		A		R			I	R	R	R		
Deliver monthly management accounts and forecasts		A		C				C	R	I	I	
Manage cash position		A		C				R	R	I	I	
Develop Finance Policies		A		R				C	R	I	R	

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Use of Academy facilities by external groups		A		I			I	C	C	R		
Standards, Curriculum and Assessment												
Set Academy daytime, terms and holidays		A					I	R		R	C	
RMATs approach to Curriculum and Assessment regarding statutory requirements.		A				R	C	R		R		
Develop Statutory curriculum policies		A				R	C	R		C	I	
RMAT and Academy academic targets		A				R	I	R		R	I	
RMAT and Academy academic targets for specific cohorts		A				R	R	R		R	I	
Academy Self Evaluation		A				R	R	R		R	I	
Delivery of Careers guidance		A				R	I	R		R	I	
Work Experience policy in UTC Leeds ¹		A				I	R	R		R		
Business partner engagement strategy in UTC Leeds that supports curriculum requirements and educational outcomes for students ²		A				I	C	R		R		
Monitor and assess quality of teaching		A				I		R		R		

¹ UTC Charter requirement

² UTC Charter requirement

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Governance Function	Members	Trustees	ARC	FRC	PPPC	Standards	LRB	Chief Executive	Chief Financial Officer	Academy Principal	Chief Operating Officer	Baker Dearing
Review of suspension of a student for more than 15 days or permanently						I	R	I		R	R	
Safeguarding, Inclusion and Admissions												
Setting of Safeguarding Practices and Policies		A					I	R		R	C	
Support for LAC, Disadvantaged and SEN students		A				R	R	R		R		
Monitoring effect of additional grants		A				R	R	R		R	I	
Monitoring amount of additional grants		A		R				R	R	I	I	
Setting and monitoring of Behaviour Policy		A				R	I ³	R		C	R	
Monitoring of Single Central Record		A					R	R		R	C	
Statutory Safeguarding Employment checks		A			I		I	R		R		
Setting Admission Policies		A					I	R		R	R	
Keep Admission and Attendance Registers		A					I	C		R		
Ensuring compliance with SEND Code of Practice		A				R	I	R		R		
Estates and Operational Compliance												
Develop RMATs Estates strategy		A		R				R	C		C	
Approval of significant capital projects		R		C				R	C		C	
Set Health & Safety Policy and Monitoring		A		R			R	R		R	C	
Facilities capacity growth and improvement report		A		R			I	R	R	R	C	
Cybercrime and Ransomware management report		A	R				I	R	I	I	R	

³ UTC Leeds LRB will be consulted on the setting and monitoring of the behaviour policy in the Academy given the requirements of the UTC Charter

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Governance Function	Members	Trustees	ARC	FRC	PPPC	Standards	LRB	Chief Executive	Chief Financial Officer	Academy Principal	Chief Operating Officer	Baker Dearing
Cyclical Maintenance report		A		R			I	R	C	R	C	
Site Compliance report		A		R			I	R	C	R	C	
Fire Risk Assessment report		A		R			I	R	I	R	I	
Asbestos Management report		A		R			I	R	C	R	I	
Water Management report		A		R			I	R	I	R	I	
Catering Compliance report		A		R			I	C	I	R	I	
Statutory Training for colleague's report		A			R		I	R		R	I	
Contractual Arrangements report		A		R				R	R		I	
Pay, People and Performance												
Set Staffing structure		A		C	R		I	R	C	R	I	
Appointment of Chief Executive	I	A			R		I		I	I	I	
Suspension and Dismissal of Chief Executive	I	A			R		I	I	I	I	I	
Appointment of Academy Principals ⁴	I	A			R		C	R	I	I	I	
Appointment of Principal of UTC Leeds ⁵	I	A			R		C	R	I	I	I	C
Suspension and Dismissal of Academy Principals	I	A			R		I	R	I	I	I	
Appointment of Academy SLT ⁶		A			C		C	R	I	R		

⁴ Does not include UTC Leeds

⁵ Baker Dearing will be invited to provide a representative to sit on the Principal Appointment panel for UTC Leeds

⁶ LRB members should sit on appointment panels at the request of the Chief Executive/Academy Principal. The Chief Executive/Academy Principal should discuss the same with the Chair of the LRB.

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Governance Function	Members	Trustees	ARC	FRC	PPPC	Standards	LRB	Chief Executive	Chief Financial Officer	Academy Principal	Chief Operating Officer	Baker Dearing
Suspension and Dismissal of Academy SLT		A			I		I	R	I	R		
Appointment of CFO		A						R		I	I	
Suspension and Dismissal of CFO	I	A			I			R	I	I	I	
Appointment of Central Services Team		A						R	I	I	I	
Suspension and Dismissal of Central Services Team		A			I			R	I	I	I	
Appointment of Head of Governance	I	R					I	C	C	I	R	
Suspension and Dismissal of Head of Governance	I	R ⁷						C	I	I	I	
Appointment of other staff (in staffing/pay structure)		A			I		I	R	C	R	I	
Appointment of other staff (not in staffing/pay structure)		A		C	C		I	R	C	R	I	
Suspension and Dismissal of other staff		A			I		I	R	C	R	C	
Set approach to Appraisal and Performance management		A			R			R				
Performance Management of the Chief Executive (including independent advice)		A			R			C			C	
Performance Management of Academy Principals and the Central Service Team		A			C		C	R	I		I	
Performance Management of the HGC		R						C	I		R	
Set Pay levels including executive pay		A		C	R			R	C		I	
Set HR policies including whistleblowing		A			R		I	C	C		R	
Ensure staff health and wellbeing		A			R		R	R		R		
Professional Development benchmarked across RMAT		A			R		R	R	C	R	I	

⁷ It is envisaged that the Chair of the Trust Board will lead this as HGC's line manager.

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Governance Function	Members	Trustees	ARC	FRC	PPPC	Standards	LRB	Chief Executive	Chief Financial Officer	Academy Principal	Chief Operating Officer	Baker Dearing
Monitoring of Grievances and Disciplinary matters		A			R		I	R	C	R	C	

Policy Matrix

Name	Policy/ Procedure	Status	Published on the Academy Website	Review Frequency (Years)	Review Frequency Requirements	Approval Requirements	Responsible for Review	Responsible for Preparation
Access Provider	Policy	Statutory	Yes	1	Annual	Standards Committee	EDOSI	Academy Careers Leads
Accessibility Plan	Document	Statutory	No	3	Every 3 years	Finance & Resources	COO	Facilities Manager
Academy Admission	Policy	Statutory	Yes	1	Annual	Standards Committee	Academy Principals	COO
Safeguarding concerns and allegations made about staff, supply staff, contractors, and volunteers	Procedure	Statutory	Yes	1	Annual	RMA Board	Director of Safeguarding & SEND	COO

Name	Policy/ Procedure	Status	Published on the Academy Website	Review Frequency (Years)	Review Frequency Requirements	Approval Requirements	Responsible for Review	Responsible for Preparation
Anti-Fraud Bribery & Corruption	Policy	Non-Statutory	No	2	Every 2 Years	RMAT Board	CEO	COO
Anti-Bullying	Policy	Non-Statutory	Yes	3	Every 3 Years	Standards Committee	CEO	EDOSI
Appraisal	Policy	Non-Statutory	Yes	1	Annual	PPPC	COO	HR Director
Attendance	Policy	Good Practice	Yes	1	Annual	Standards Committee	COO	Director of Attendance
Capability	Policy	Statutory	No	1	Annual	PPPC	COO	HR Director
Careers	Policy	Statutory	Yes	1	Annual	Standards Committee	Academy Principal	Academy Careers Lead
Charging and Remissions	Policy	Statutory	Yes	1	Annual	Finance & Resources	CFO	COO
Children Missing in Education	Policy	Good Practice	No	1	Annual	Standards Committee	Director of Safeguarding & SEND	COO
Complaints	Policy	Statutory	Yes	1	Annual	RMAT Board	COO	Head of Governance
Conflict of Interest	Policy	Non-Statutory	No	3	Every 3 Years	RMAT Board	COO	Head of Governance
Control of Contractors	Policy	Statutory	Yes	1	Annual	FRC	COO	Facilities and Health & Safety Manager
Data Protection & Information Governance	Policy	Statutory	Yes	1	Annual	RMAT Board	COO	Head of Governance
Data Protection Privacy	Notices	Statutory	Yes	1	Annual	RMAT Board	COO	Head of Governance

Name	Policy/ Procedure	Status	Published on the Academy Website	Review Frequency (Years)	Review Frequency Requirements	Approval Requirements	Responsible for Review	Responsible for Preparation
Disciplinary	Procedure	Best Practice	No	1	Annual	PPPC	COO	HR Director
Diversity, Equity & Inclusion	Policy	Non-Statutory	Yes	1	Annual	PPPC	COO	HR Director
(Staff Professional) Dress	Code	Non-Statutory	No	1	Annual	PPPC	COO	HR Director
Early Careers Teachers	Policy	Non-Statutory	No	1	Annual	PPPC	COO	HR Director
Election for Parent Members of LRBs	Guidance	Non-Statutory	No	3	3 Years	RMAT Board	COO	Head of Governance
Election for Staff Members of LRBs	Guidance	Non-Statutory	No	3	3 Years	RMAT Board	COO	Head of Governance
Employee Health & Wellbeing	Policy	Non-Statutory	No	2	2 Years	PPPC	COO	HR Director
English as an Additional Language	Policy	Non-Statutory	Yes	1	Annual	Standards	COO	Head of Governance
Equality Information & Objectives (Public Sector Equality Duty)	Policy	Statutory	Yes	1	Annual	RMAT Board	CEO	COO
Exams	Guidance	Best Practice	No	1	Annual	Standards	COO	Director of IT & Data
Exams	Policy	Best Practice	No	1	Annual	Standards	COO	Director of IT & Data
(Working) Exams	Policy	Best Practice	No	1	Annual	Standards	COO	Director of IT & Data
Exclusions	Policy	Non-Statutory	No	1	Annual	Standards	COO	Head of Governance

Name	Policy/ Procedure	Status	Published on the Academy Website	Review Frequency (Years)	Review Frequency Requirements	Approval Requirements	Responsible for Review	Responsible for Preparation
Expenses, Gifts & Hospitality	Policy	Non-Statutory	No	1	Annual	FRC	CFO	COO
Finance	Procedures	Non-Statutory	No	2	2 Years	FRC	CFO	COO
Finance	Regulations	Non-Statutory	No	1	Annual	ARC	CFO	COO
Financial Reserves	Policy	Non-Statutory	No	1	Annual	FRC	CFO	COO
First Aid	Policy	Statutory	No	1	Annual	FRC	COO	Facilities and Health & Safety Manager
Flexible Working	Guidance	Non-Statutory	No	2	2 Years	PPPC	COO	HR Director
Food Safety	Policy	Non-Statutory	No	3	3 Years	FRC	COO	Facilities and Health & Safety Manager
Freedom of Information	Policy & Publication Scheme	Statutory	Yes	1	Annual	RMAT Board	CEO	COO
Governance Recruitment, Induction and Succession Planning	Policy	Non-Statutory	No	1	Annual	RMAT Board	COO	Head of Governance
Grievance and Bullying & Harassment	Policy & Procedure	Non-Statutory	No	2	2 Years	PPPC	COO	HR Director
Health & Safety	Policy	Statutory	Yes	1	Annual	FRC	COO	Facilities and Health & Safety Manager

Name	Policy/ Procedure	Status	Published on the Academy Website	Review Frequency (Years)	Review Frequency Requirements	Approval Requirements	Responsible for Review	Responsible for Preparation
Health & Safety Risk Assessment	Policy	Statutory	No	1	Annual	FRC	COO	Facilities and Health & Safety Manager
Home-Academy	Agreements	Non-Statutory	No	1	Annual	CEO	Principal	SLT
Home-Academy Relationship	Policy	Non-Statutory	Yes	2	2 years	RMAT Board	CEO	COO
ICT & E-Safety	Policy	Statutory	Yes	1	Annual	RMAT Board	CEO	COO
Information Security	Policy	Non-Statutory	No	3	3 Years	ARC	CEO	COO
Investments	Policy	Non-Statutory	No	1	Annual	FRC	CFO	COO
Learning Outside the Classroom & Offsite Visits	Policy & Guidance	Non-Statutory	Yes	2	2 Years	Standards	COO	Head of Governance
Leave of Absence & Annual Leave	Policy	Non-Statutory	No	1	Annual	PPPC	COO	HR Director
(Staff) Lone Working	Policy	Non-Statutory	No	3	3 Years	PPPC	COO	HR Director
Looked After Children and Previously Looked After	Policy	Non-Statutory	Yes	1	Annual	Standards	CEO	COO
Managing Medicines	Policy	Non-Statutory	Yes	3	3 Years	RMAT Board	CEO	COO
Managing Workforce Change & Staffing Reductions	Policy & Procedure	Non-Statutory	No	2	2 Years	PPPC	COO	HR Director
Marking & Feedback	Policy	Non-Statutory	No	2	2 Years	Standards	CEO	EDOSI

Name	Policy/ Procedure	Status	Published on the Academy Website	Review Frequency (Years)	Review Frequency Requirements	Approval Requirements	Responsible for Review	Responsible for Preparation
Media Management	Policy	Non- Statutory	No	3	3 Years	RMAT Board	CEO	COO
Minibus	Policy	Statutory	No	1	Annual	FRC	COO	Facilities and Health & Safety Manager
Pay	Policy	Non- Statutory	No	1	Annual	PPPC	COO	HR Director
Personal Emergency Evacuation	Policy	Non- Statutory	No	1	Annual	FRC	COO	Facilities and Health & Safety Manager
Personal and Professional Code of Conduct for Staff	Policy	Non- Statutory	No	1	Annual	PPPC	COO	HR Director
Positive Discipline (Behaviour)	Policy	Statutory	Yes	1	Annual	Standards	CEO	EDOSI
Positive Handling	Policy	Non- Statutory	No	2	2 Years	Standards	COO	Head of Governance
Premises Management	Policy	Statutory	Yes	3	3 Years	FRC	COO	Facilities and Health & Safety Manager
Records Management	Policy	Non- Statutory	No	2	2 Years	RMAT Board	CEO	COO
Recruitment & Selection	Policy	Non- Statutory	No	1	Annual	PPPC	COO	HR Director
Recruitment of Ex- offenders	Statement	Non- Statutory	No	3	3 Years	PPPC	COO	HR Director
Reference	Policy	Non- Statutory	No	1	Annual	PPPC	COO	HR Director

Name	Policy/ Procedure	Status	Published on the Academy Website	Review Frequency (Years)	Review Frequency Requirements	Approval Requirements	Responsible for Review	Responsible for Preparation
Relationships & Sex Education	Policy	Statutory	Yes	1	Annual	Standards	CEO	EDOSI
Safeguarding & Child Protection	Policy	Statutory	Yes	1	Annual	RMAT Board	CEO	COO
Salary Sacrifice	Scheme	Non-Statutory	No	1	Annual	PPPC	CFO	COO
Search, Screening & Confiscation	Policy	Non-Statutory	No	1	Annual	Standards	CEO	EDOSI
Special Educational Needs & Disability	Policy	Statutory	Yes	1	Annual	Standards	EDOSI	Director of SEND & Safeguarding
Severance, Redundancy & Special Payments	Policy	Non-Statutory	No	2	2 Years	RMAT Board	COO	HR Director
Supporting Students with Medical Conditions	Policy	Statutory	No	1	Annual	RMAT Board	CEO	COO
Uniform	Policy	Statutory	Yes	1	Annual	Standards	CEO	Principals
Whistleblowing	Policy	Statutory	Yes	1	Annual	RMAT Board	CEO	COO
Work & Families	Policy	Non-Statutory	No	1	Annual	PPPC	COO	HR Director
Young Carers	Policy	Non-Statutory	Yes	1	Annual	Standards	EDOSI	Director of SEND & Safeguarding