



THE GOOD SHEPHERD

Multi Academy Trust

DECEMBER 2014

Paper 1 – Structure and governance (including role of directors and LGB members)

Legal basis

1. The Good Shepherd Multi Academy Trust will be a mixed Multi Academy Trust (MAT). The Trust will be able to accommodate VA, VC, Foundation and Community schools and existing stand alone academies.

2. The Trust is run by members and directors.

2.1 The members act like shareholders (without shares) and are responsible for the Trust's formation. The majority of the members are appointed by the Diocese. As the conscience of the Trust, they are informed of on-going activities by receiving reports from the directors and by attending the Annual General Meeting (AGM). The members appoint the directors and are:

- The Bishop of Carlisle
 - The Chair of the Diocesan Board of Education
 - A Trustee of the Diocesan Board of Finance
 - The Diocesan Board of Finance and
 - The Chair of the Board of Directors of The Good Shepherd Academy Trust
- There is also the option to appoint further members if their appointment is of benefit to the Trust.

2.2 The directors are responsible for delivering the vision, ethos and strategic direction of the Trust. They are accountable to the Secretary of State for the performance of the academies. Therefore, just as the Secretary of State can intervene in stand-alone academies, and the Local Authority with community schools, so the directors can intervene when necessary. The Trust members will appoint a minimum 5 directors including up to 3 Chairs of the

local governing bodies of academies within the Trust.

2.3 There will be a local governing body for each academy in the Trust which becomes a standing committee of the Trust. The level of authority delegated to the local governing body is captured within the Scheme of Delegation. The sharing of central services within the MAT frees up time and resources to focus on the education of young people.

2.4 Parental and staff representation will be delivered at local governing body level.

3. The Secretary of State has no direct control over individual academies in the Trust. It is the directors who hold the power to appoint and remove members of the local governing body, thus ensuring local rather than national accountability.

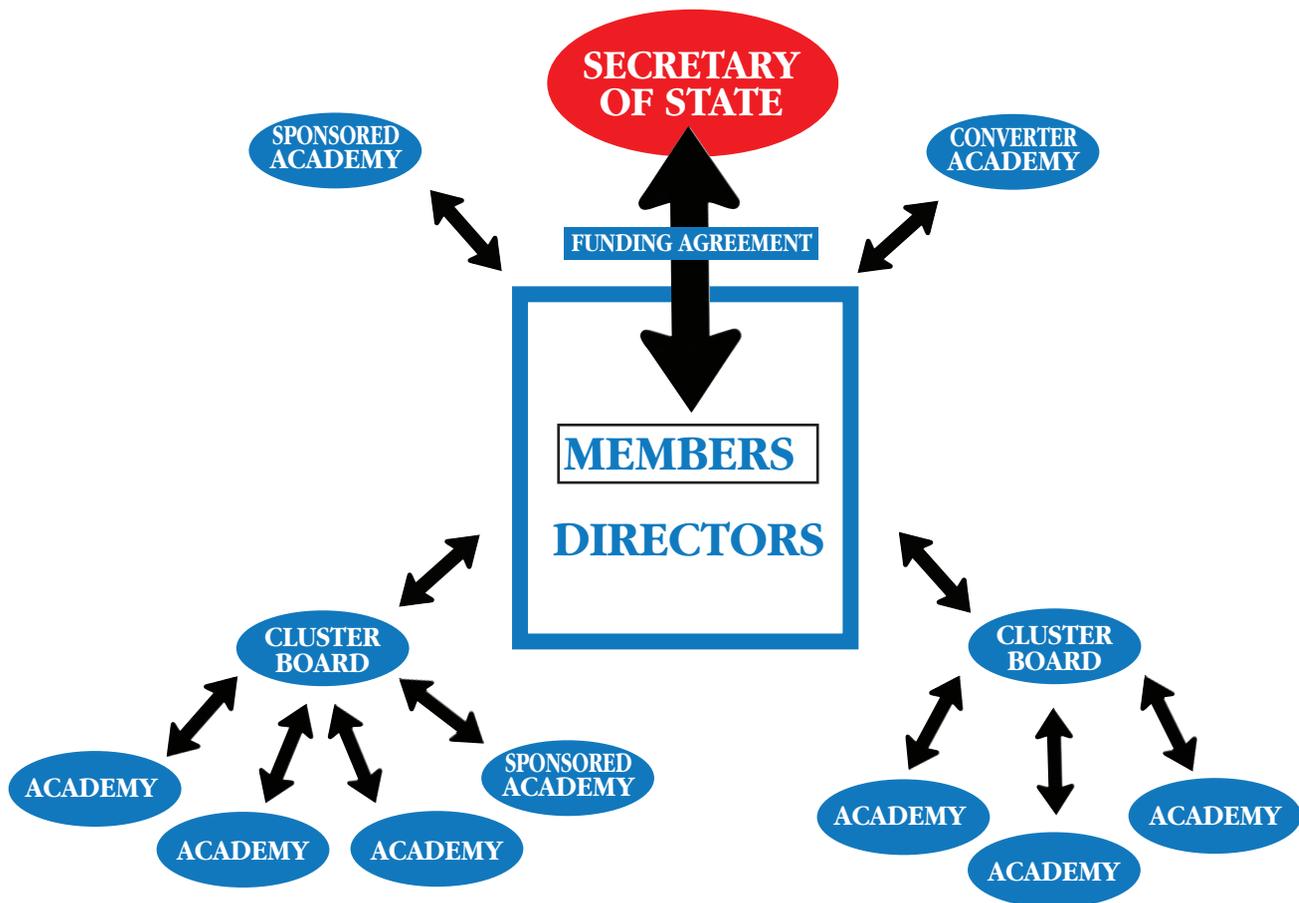
4. There is one Funding Agreement between The Good Shepherd Multi Academy Trust and the Secretary of State with a Supplementary Funding Agreement for each academy.

5. The Trust is a company limited by guarantee and an exempt charity. Therefore, there is one AGM and all financial and legally required returns are done only once for the Trust.

6. Schools can change status (become VA schools) before becoming academies and entering the Trust.

7. Church Schools that become an academy will also have a supplemental agreement that outlines the church aspects of the academy (the objects). It also protects the characteristics of schools in relation to RE, Collective worship, faith requirements in respect to employment and admissions.

Governance structure



Key principles

A number of key principles and proposals pertinent to the operation of local governing bodies also appears in other papers. See paper 2, Scheme of Delegation, and paper 3, School Improvement.

1. The directors will support and give guidance aimed at promoting success in all areas of each academy's operation whilst challenging progress.

2. Each academy will have a local governing body. For good and outstanding academies, the size and make-up of the governing body could reflect that which existed prior to conversion and agreed by the directors. In the case of sponsored academies the directors will determine the governance arrangements.

3. As the Trust grows it is envisaged that there will be a natural grouping of sponsored academies within the Trust into what we are calling Local Cluster Boards. It is up to each academy within the group, and with reference to the Trust, to determine how the Local Cluster Board will operate and what functions it will undertake on their behalf. It is envisaged that the local governing bodies can delegate responsibility to the Local Cluster Boards for example to:

- Pool finances and resources

- Develop local flexible leadership approaches
- Monitor and support school effectiveness

4. The Trust would expect consultation over the appointment of members of the local governing body with those organisations who previously nominated governors.

5. Chairs will normally be appointed according to the Scheme of Delegation.

6. The agreed Scheme of Delegation determines the level of autonomy (see paper 2).

7. Expectations of the local governing body are laid out in paper 3 - School Improvement.

8. If the academy is deemed to be at risk of failing its pupils, as judged in anticipation of or as a result of an Ofsted inspection, the Trust, as part of its responsibility to take action, may exercise the right to reconstitute the governing body and appoint the majority of its members to ensure that the apparent weaknesses can be effectively addressed. This responsibility would previously have been that of the Local Authority.

9. Individual academies will have the opportunity to be fully engaged in the future development of the Trust including its values as well as policies, service provision and monitoring. This could happen through a series of working groups.