





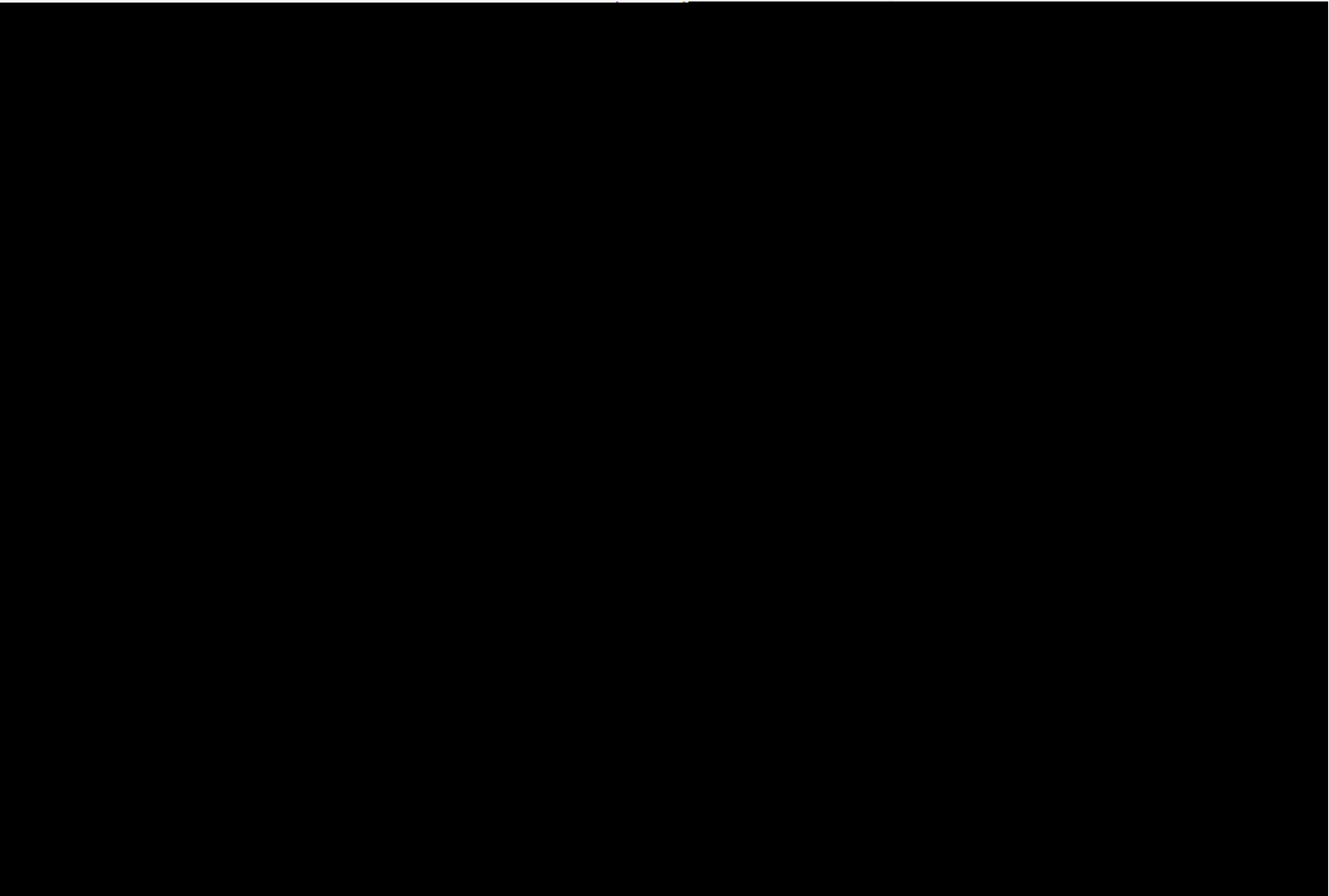
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Decision Making Framework

Governance, Vision and Strategy

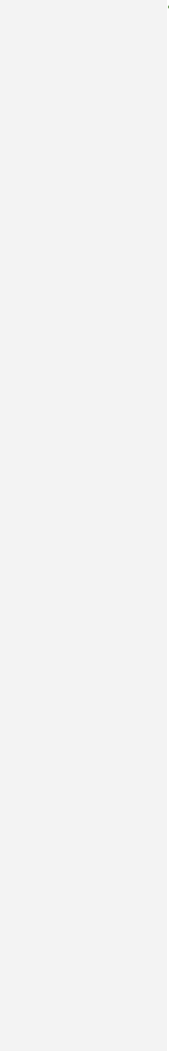
Members

Decision Making Framework

Decision Making Framework									
Members	Board	CEO	Finance Committee	Audit and Risk Committee	People and Culture Committee	Education Performance and Standards Committee	Executive/ Governance Professional	Headteacher/ Executive Headteacher	LAB
<p>Approve: Statutory Educational Policies</p> <p>Approve: Financial</p> <p>Approve: Academic</p> <p>M</p>									

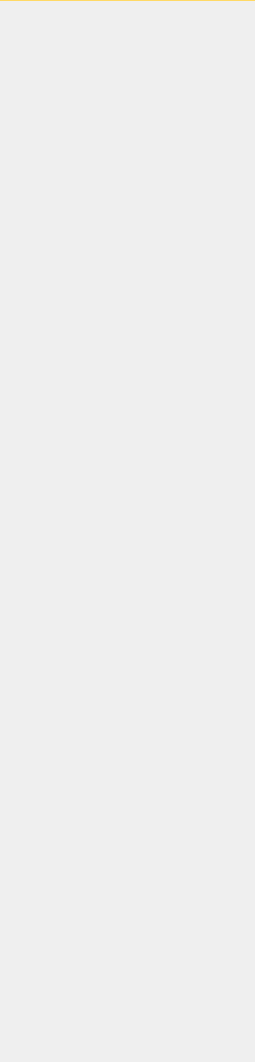
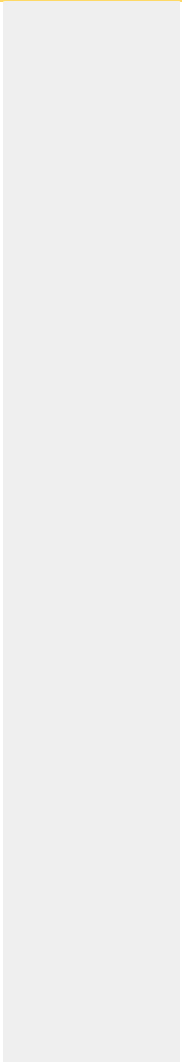
Decision Making Framework

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Members	Board	CEO	Finance Committee	Audit and Risk Committee	People and Culture Committee	Education Performance and Standards Committee	Executive/ Governance Professional	Headteacher/ Executive Headteacher	LAB



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Decision Making



Decision Making Framework

People Management

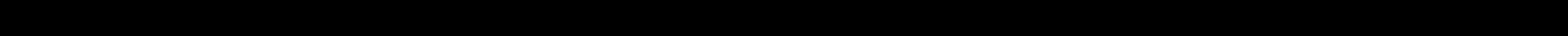
Members	Board	CEO	Finance Committee	Audit and Risk Committee	People and Culture Committee	Education Performance and Standards Committee	Executive	Headteacher/ Executive Headteacher	LAB
	<p>To Approve: Appeals relating to sanctions or dismissal of Executive, Deputy Headteacher/Assistant Head teacher and other senior leaders.</p> <p>Appeals relating to sanctions Executive Headteacher/Headteacherr</p> <p>Appeal of central WAT staff against dismissal</p> <p>To Consult on: Suspension of Head teacher</p> <p>To Implement: A panel to hear appeal of Head teacher against dismissal or sanctions</p>	<p>To Approve: Sanctions or dismissal of , Executive, Deputy Head teacher/Assistant Headteacher and other senior leaders..</p> <p>Suspensions and return to duty</p> <p>Sanctions or dismissal of central staff - suspensions and return to duty</p> <p>Appeals of Academy Teaching and Professional Services Staff against sanctions or dismissal</p> <p>To Recommend: Dismissal of Executive Headteacher/ Headteacher</p> <p>To Consult on: Suspension of teaching and professional services staff</p> <p>Dismissal of academy teaching and professional services staff</p> <p>Performance Review of Deputy Headteacher and other staff</p>					<p>To Recommend: Sanctions or dismissal of central staff - suspensions and return to duty</p> <p>To Consult on: Suspension of teaching and professional services staff in academies</p> <p>Dismissal of academy teaching and professional services staff</p> <p>Performance Review of Deputy Head and Other Staff</p>	<p>To Approve: Suspension and inc reductio Head Dep</p>	

Decision Making Framework

Premises and Assets									
Members	Board	CEO	Finance Committee	Audit and Risk Committee	People and Culture Committee	Education Performance and Standards Committee	Executive	Headteacher/ Executive Headteacher	LAB
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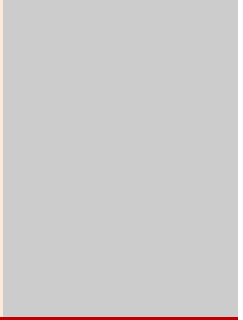
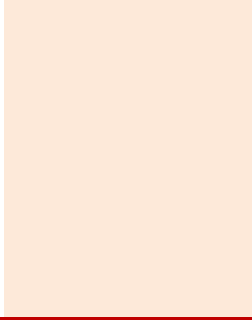
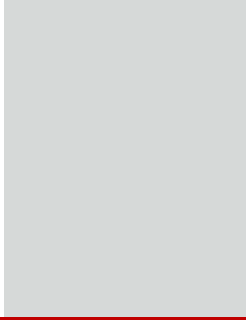


Key Functions and Activities (Spending)	Budget Holder / Project Lead/Exec	Headteacher	CFO	CEO	Finance Committee	Board of Directors	ESFA
Leases and Contracts							
Spending Decisions at Academy Level within Budget							
		-					
Spending Decisions at Centre within Budget							
Liabilities, write-offs/disposals and paymentents							

Windsor Academy Trust Policies

<u>POLICIES</u>	Requirement	Review interval	Committees	Committee Approve/ Recommend
People and Culture Policies (HR)				
Appraisal Policy				
Capability Policy				
Concerns or Allegations Against Staff Policy				
Code of Conduct				
Confidential Reporting Policy (Whistleblowing)				
Disciplinary Policy				
Discretionary Leave of Absence Policy				
Early Careers Teachers (ECT Induction Policy)				
Flexible Working Policy				
Grievance Policy				
Maternity and Adoption Leave Policy				
Menopause Policy				
Paternity Leave Policy				
Parental Bereavement Leave Policy				
Pay Policy				
Professional Services Probation Policy				
Public Sector Equality Policy				

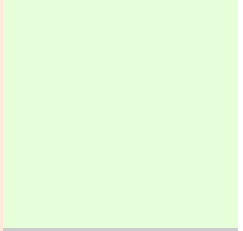
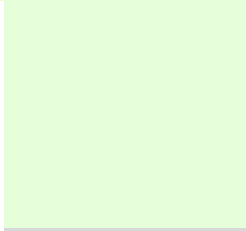
Recruitment and Selection Policy
 Restructure & Redundancy Policy
 Shared Parental Leave Policy
 Sickness Absence Policy



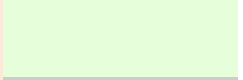
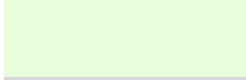
People and Culture Policies (General Compliance)

POLICIES	Requirement	Review interval	Committees	Committee Approve/ Recommend
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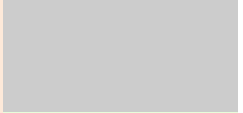
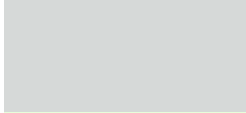
Accessibility Policy (and Plan)



Complaints Policy



CCTV Policy



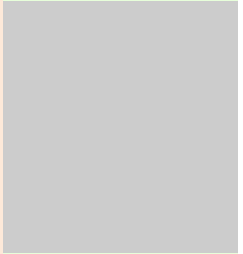
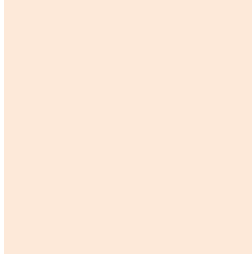
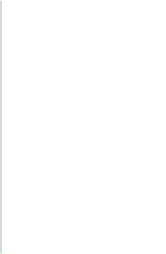
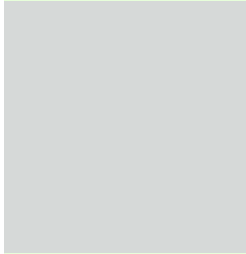
Data Breach Policy and Procedure



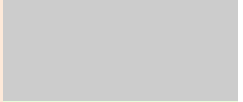
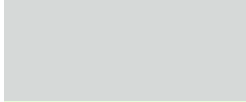
Data Protection Policy



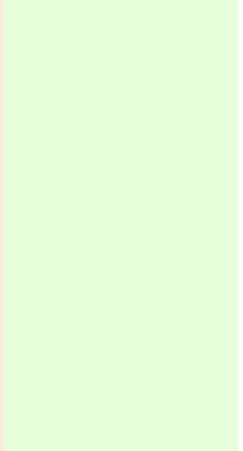
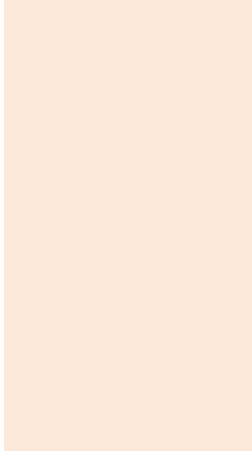
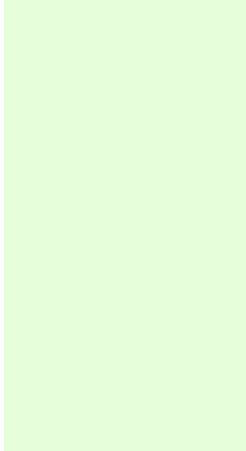
Educational Visits Policy



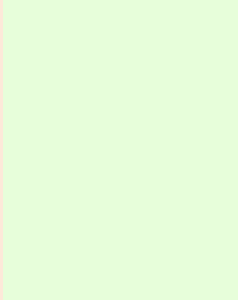
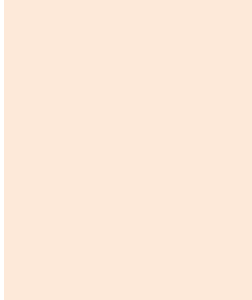
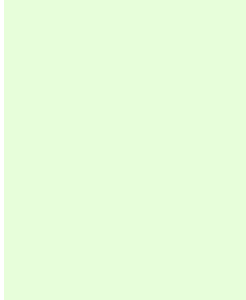
Emergency & Business Continuity Policy



Freedom of Information Policy



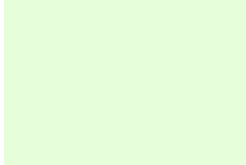
Health and Safety Policy



Information and Records Retention Policy



Information Security and Acceptable Use Policy



Finance Policies

POLICIES	Requirement	Review
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Education Policies

POLICIES	Requirement	Review interval	Committees	Committee Approve/ Recommend
Admissions Arrangements/Policy Statement	Light Green	White	Light Purple	Light Green
Attendance Policy (and Plan)	Grey	White	Light Purple	Grey
Behaviour and Discipline Policies (Primary and Secondary)	Light Green	White	Light Purple	Light Green
Children with Health Needs who Cannot Attend School	Light Green	White	Light Purple	Light Green
Child Protection and Safeguarding Policy	Light Green	White	Yellow	Light Green
E-safety Policy (Primary and Secondary)	Grey	White	Light Purple	Grey
Curriculum Policy	Grey	White	Light Purple	Grey
Early Years Foundation Stage (EYFS)	Light Green	White	Light Purple	Light Green
Exclusions and Suspensions Policy	Light Green	White	Light Purple	Light Green
Pupil Premium Policy	Grey	White	Light Purple	Grey
Pupils/Students with Medical Conditions Policy	Light Green	White	Light Purple	Light Green
Relationships and Sex Education (RSE) and tan	Light Green	White	Light Purple	Light Green

and Secondary)				
Religious Education Policy				
Special Education Needs and Disability Policy (and Information Report)				
Teaching & Learning Policy				