

Accountability Strands and Framework- Freemantle C E Community Academy Trust



To be read in conjunction with the Scheme of Delegation

The academy has a number of levels of management, accountability and responsibility, each layer builds on the previous with key members of staff, directors and members integrated in a 'cross reference model' to provide clear, transparent and effective communication channels whilst ensuring accountability sits within all groups.

The Senior leaders, (HT, DHT) work with staff and middle leaders on curriculum development and implementation via staff meetings, CPD and training as examples.

There are weekly strategic and day to day meetings held (SAT Strategic and SAT Curriculum).

The HT, DHT, Executive Officer (ExO), Sendco and Chair of Directors (CoD) meet weekly for strategic and ongoing needs meetings, these highlight proactive and reactive elements as the needs of the academy evolve and change. These include, SEN, Day to day outcomes, Policy development, Curriculum development (needs), staffing needs, Safeguarding, SEF updates, Attendance updates, Executive developments, Finance updates, Premises development, EYFS, feedback on training, PSMH and wellbeing for staff.

The curriculum group is made up of the HT, DHT and phase leaders who meet weekly to focus on, Lower school English, KS2 updates, and KS 1 updates and ongoing curriculum development.

The DHT meets with the Curriculum and Standards Committee half termly, chaired by the Vice Chair of the Board of Directors, with a key strategic focus on curriculum development, the HT does not attend this meeting so that triangulation between the HT, CoD and directors is clear and can be challenged where necessary.

The HT meets with the CoD weekly, following the SAT meeting to ensure effective support is on offer to the HT whilst considering the ongoing needs and education of all pupils.

The ExO meets with the finance officer weekly to look at weekly cash flow implications and ongoing expenditure, this ensures cash flow and resourcing is monitored effectively and efficiently.

The ExO sits, as an invited guest, on the Finance, Audit and Risk Committee, (FAR) with the CoD in attendance too with other directors. The ExO, meets the finance officer weekly and reports to the FAR half termly, with weekly cash flow updates and monthly management accounts, and identifies key issues and or over underspends and the actions being taken to remedy these issues.

The HT, ExO, Chair of FAR and Chair of Curriculum report to the Full Board of directors' half termly on all aspects of the specific outcomes from each of their respective meetings. The HT and ExO, prepare full reports for academic outcomes, and finance & premises respectively.

The ExO is an invited guest to the Board of Members (BOM) that meets three times annually. A report highlighting key issues within the academy is shared in good time to allow the members to ask questions or challenge/support decisions. To ensure effective triangulation, the CoD also sits as on the BoM, this again ensures transparency and effective communication.

The ExO meets with the Chair of members (CoM) approx. 6 times a year off site to discuss any issues or concerns that may be affecting the academy. The CoM is a 'sounding board' for the ExO and ensures a perspective is kept on WLB and mental health, whilst ensuring the academy continues to thrive and is a financially sustainable position.

The BoD and BoM, each receive the full set of audited accounts annually and any actions required from them.

Freemantle is a partner school with the Southampton Co-operative Learning Trust. This is a co-operative trust with the following schools;

Regents Park Community College
St Marks- All through Primary and Secondary School (Partner school)
Polygon Special School
St John's Primary School
Banister Primary school
Foundry Lane Primary School (Partner) No longer a Trust member
Southampton Solent University (Partner)

All schools and academies within the trust work collegiately for the benefit of Southampton pupils. The ExO sits on the trust panel as the academy's representative (each school designates a leader to sit within the panel). The group have a strategic focus and work corporately together.

SCLT also has an additional group Primary Leaders Network (PLN) who focus on curriculum development and staff CPD.