

Consilium Academies – Accountability Structure

Consilium Academies has an accountability structure that meets the legal framework and current best practice guidelines. There is a very clear separation of roles and responsibilities within the Trust, i.e. the Members and Directors, the Local Governing Bodies (Academy Committees), the Executive and employees / consultants working for the Trust. Senior leaders of the Trust are not Directors of the Trust. The 'Articles of Association' form the constitution of the Trust.

The overall performance of the Academy Trust is scrutinised by the Regional School Commissioners (RSCs). It is important therefore to acknowledge that the Trust is accountable to the DfE through the respective RSC.

Members set the ethos, vision and strategic direction of the Trust and are responsible for appointing Directors. They are akin to shareholders. Members will meet two to three times per year to overview performance and request, if necessary, a change in focus of the Directors.

Directors translate this ethos and strategy in an operational way holding the Executive along with the Local Governing Bodies to account in relation to the performance of the Trust as a group of academies. One of the strengths of Consilium is that it is not built around a lead academy and although the performance of individual academies is scrutinised, the overall performance is a focus. A conduit for sharing of information within the Trust is through the attendance of a Member at each Director's is viewed as good practice. The Directors will meet five or six times per year.

Directors scrutinise the financial management of the Trust along with the overall performance of the Trust. They work closely with the Accounting Officer and other members of the Executive Team. The Executive Team attends Director's meetings. These are independently clerked. Other colleagues involved in the leadership of Consilium may be invited to Director's meetings when issues relating to their role are being discussed in greater depth.

Director's work with Local Governing Bodies (LGBs) through a "Scheme of Delegation". This provides LGBs with appropriate guidance on recommendations they can make to Directors. The degree of delegation may vary between academies in the Trust and will depend on context and level of expertise. Directors have overall powers but will accept recommendations from governors that meet with ethos, effective financial management and expected performance. LGBs are appointed by the Directors and meet five or six times per year.

Committee structures also operate within the accountability structure.

