



	<p>This will also include work with outside agencies – RSC office, DfE broker, Local Authorities – in order to build a collaborative and relevant relationship which enables the MAT to grow in size and intellect.</p>	<p>Establish staffing structure due to growth, in terms of:-</p> <ul style="list-style-type: none"> <li>• HR</li> <li>• ICT</li> <li>• Finance (in progress already) (Time line dependent on growth of MAT)</li> </ul> <p>Source possible finance from the Capacity Improvement Fund or equivalent. (3/18)</p>	DWW/MJB	2017-2020: 5 or more schools (more than 2500 students)
2.	<p>Secure succession plans and ensure supply of capacity and competency meets demands due to growth.</p> <p>Establish a reporting process through the various governing bodies which ensures the MAT performance is scrutinised to secure improvement.</p> <p>Develop aspects of governance such that governors are confident in their challenge and support at different levels.</p> <p>Ensure documentation is compliant</p>	<p>New Chair to be agreed, and further capacity required in Human Resources</p> <p>Data dashboard to be populated (each school) and summarised (for trustees) 10/17)</p> <p>Finance Manual and Financial Delegation to be agreed (7/17)</p> <p>Terms of Reference and Scheme of Governance for all committees to be agreed. (9/17)</p> <p>Schedule of Delegation to be finalised, based on experience of Year 1. (10/17)</p>	<p>All Trustees</p> <p>Three Heads Clerk</p> <p>FD</p> <p>Cler/MJB/Chair</p> <p>MJB</p>	<p>Capacity and Competency in place for potential growth</p> <p>Minutes and terms of reference indicate clear recommendation and approval processes.</p> <p>Delegation (through procedures), trust and control is communicated to new schools in all aspects of Governance.</p>

		Complete the policy schedule and policies and finalise MAT website (9/17)	MJB	
3.	School improvement in all schools, working towards outstanding at all levels.	Completion of SDP linked to Trust strategy with clear KPIs, by working with SLT on accurate, incisive, rolling SEF. (Ongoing)	Three Heads	Individual school development plans show evidence of inter-school support.
		Establish meeting structure and expectations of best practice (7/17)	MJB	

M J Barratt  
 Executive Principal  
 July 2017

Agreed