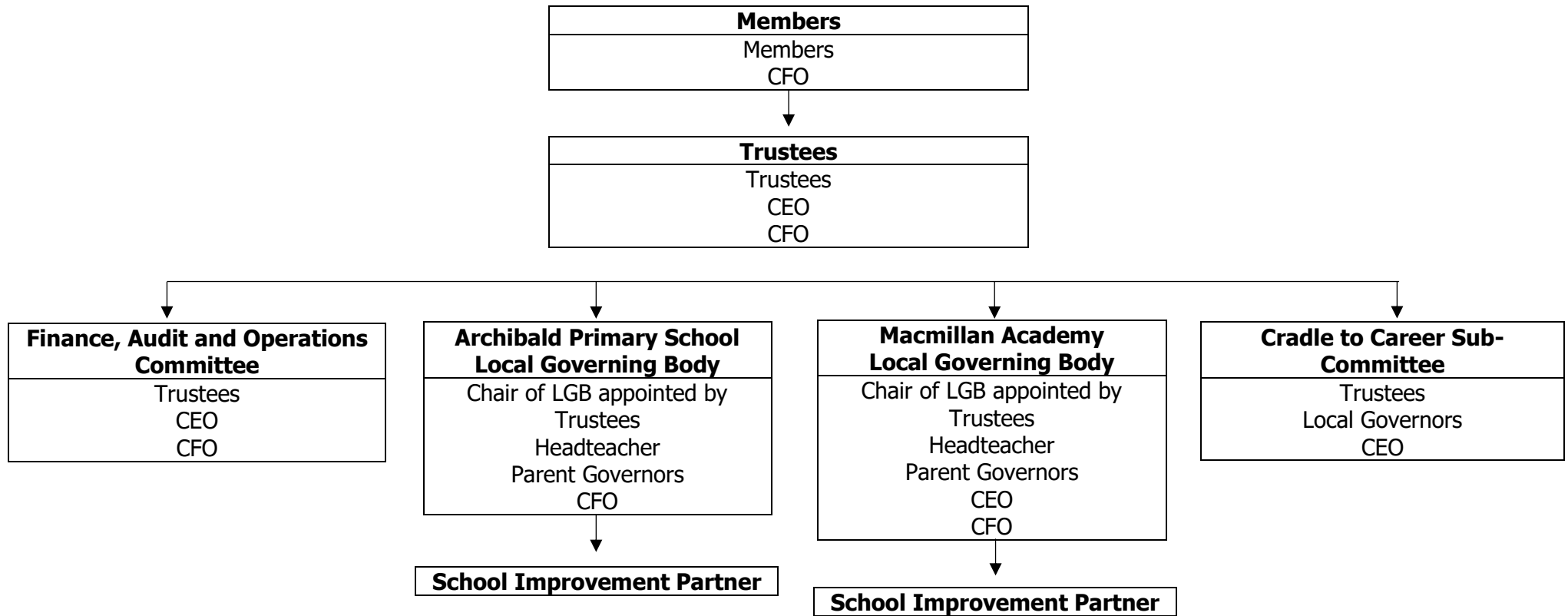


Endeavour Academies - Governance Structure


Members remit:

- *Meet at least once per year*
- *Able to amend articles of association subject to any restriction in the articles, funding agreement or charity law*
- *Power to appoint new members or remove existing ones in certain circumstances*
- *Power to appoint and remove trustees in certain circumstances*
- *Appoint trust auditors and receive audited annual accounts*
- *Power to change name of the company and ultimately wind up the academy trust*
- *Hold Trustees to account.*

Trustees remit:

- *Endeavour Academies Trust is a Multi-Academy Trust, a company without Share Capital. The Trust Board of Directors, known as Trustees, oversees the day to day running of the company. They meet on a regular basis to support schools and provide strategic management and leadership of the trust.*
- *The trust board has three primary core functions, controlled by statutory and regulatory requirements:*
 1. *Strategic leadership: the board defines the trust vision for high quality and inclusive education in line with its charitable objects. It establishes and fosters the trust's culture and sets and champions the trust strategy including determining what governance functions are delegated to the local academy council.*
 2. *Accountability and assurance: the board has robust effective oversight of the operations and performance, including the provision of education, pupil welfare, overseeing and ensuring appropriate use of funding and effective financial performance and keeping the estate safe and well maintained.*
 3. *Engagement: the board has strategic oversight of relationships with stakeholders. The board involves parents, schools and communities so that decision-making is supported by meaningful engagement.*
- *The Board has appointed Local Governing Bodies at each school in the trust to assist them in this work. Each School retains its own Local Governing Body and Headteacher.*
- *The Board meet 6 times a year.*
- *The remit/terms of reference for the Trust Board are set out in detail in the Trust's Memorandum and Articles of Association.*

Finance, Audit and Operations Committee remit:

- *To maintain an oversight of the academy trust's (AT's) financial, governance, risk management and internal control systems.*
- *To report its findings termly and annually to the Trust Board and the Chief Executive Officer ("CEO")/Accounting Officer ("AO") as a critical element of the AT's annual reporting requirements.*
- *The Finance, Audit & General Purposes Committee has no executive powers or operational responsibilities/duties.*

- *The Finance, Audit & General Purposes Committee is a Committee of the academy trust Board and is authorised to investigate any activity within its terms of reference or specifically delegated to it by the Board.*
- *The Finance, Audit & General Purposes Committee is authorised to*
 - *request any information it requires from any employee, external audit, internal audit or other assurance provider.*
 - *obtain outside legal or independent professional advice it considers necessary, normally in consultation with the AO and/or the Trust Board.*
- *The membership of the Committee will comprise a minimum of 3 trustees.*
- *Additionally up to two external co-opted members may also be appointed.*
- *The Chair of the board of the academy trust shall not serve as Chair of the Finance, Audit & General Purposes Committee.*
- *Until otherwise determined by the Trust Board, a quorum shall consist of 2 members of the committee.*
- *At least one member of the Finance, Audit & General Purposes committee should have recent or relevant accountancy, or audit assurance, experience.*
- *Staff employed by the trust, including the CEO, may be invited to attend the audit committee to provide information and participate in discussions but should not be members of the committee.*
- *Any trustee may attend a meeting of the Finance, Audit & General Purposes Committee, including those who are not members of the committee.*
- *The CEO/AO and Chief Financial Officer (“CFO”) should also attend meetings.*
- *The Finance, Audit & General Purposes Committee will:*
 - *report back to the Trust Board regularly every term.*
 - *provide an annual summary report provided by the internal auditor in areas reviewed by internal audit covering key findings, recommendations and conclusions.*

Cradle to Career Sub-Committee remit:

- *To provide oversight of the Cradle to Career provision being delivered by Endeavour Academies Trust schools.*
- *To ensure that the provision being offered aligns with the needs of the community, as such membership of the committee should reflect the community.*
- *To ensure that there is a robust process for monitoring the quality of provision.*
- *To ensure that there is coherence between Cradle to Career provision and aims of both schools as referenced in school improvement plans.*
- *It is envisaged that this committee shall comprise of representatives from both trust boards and Local Governing Bodies (LGBs) and it is essential that all trust schools are represented.*
- *The Cradle to Career Committee is intended to be a ‘critical friend’ committee and as such will not have decision making authority.*
- *It will meet on three occasions each year and will report its work both verbally and in writing to the trust board after each meeting.*