



## **The Societas Trust**

### **Governance and Leadership Structure**

#### **Local Governing Boards**

The Articles of Association requires each academy to have a Local Governing Board (LGB), which is empowered through the Scheme of Delegation to oversee the work and outcomes of individual academies within the Trust.

These LGBs comprise a mix of local people including staff, parents, members of the local community (where appropriate) and others appointed by the Trust for their skills and experience. They act as a critical support to the Head Teacher and the academy. A member of the Trust Board also sits on each LGB in an advisory capacity.

The LGB is responsible for ensuring high standards of education and financial effectiveness; they review the overall impact of each academy within the community it serves and are responsible for ensuring the Trust's ethos and vision are upheld.

#### **Directors' Board (or Trust Board)**

The Directors' Board governs the activities of the Trust and oversees the work of each academy's LGB. The structure consists of the Board and two subcommittees: Resources (Including Audit, Pay and Personnel) and Education.

The Directors (i.e. Trustees) are also ultimately responsible for the strategic direction of the Trust ensuring that its aims are met and its ethos maintained. Specifically, this includes setting general policy; adopting an annual plan and budget; monitoring the Trust's financial performance and educational outcomes.

The Directors are also responsible for setting general policy and making major decisions about the direction of the Trust.

#### **Trust Leadership**

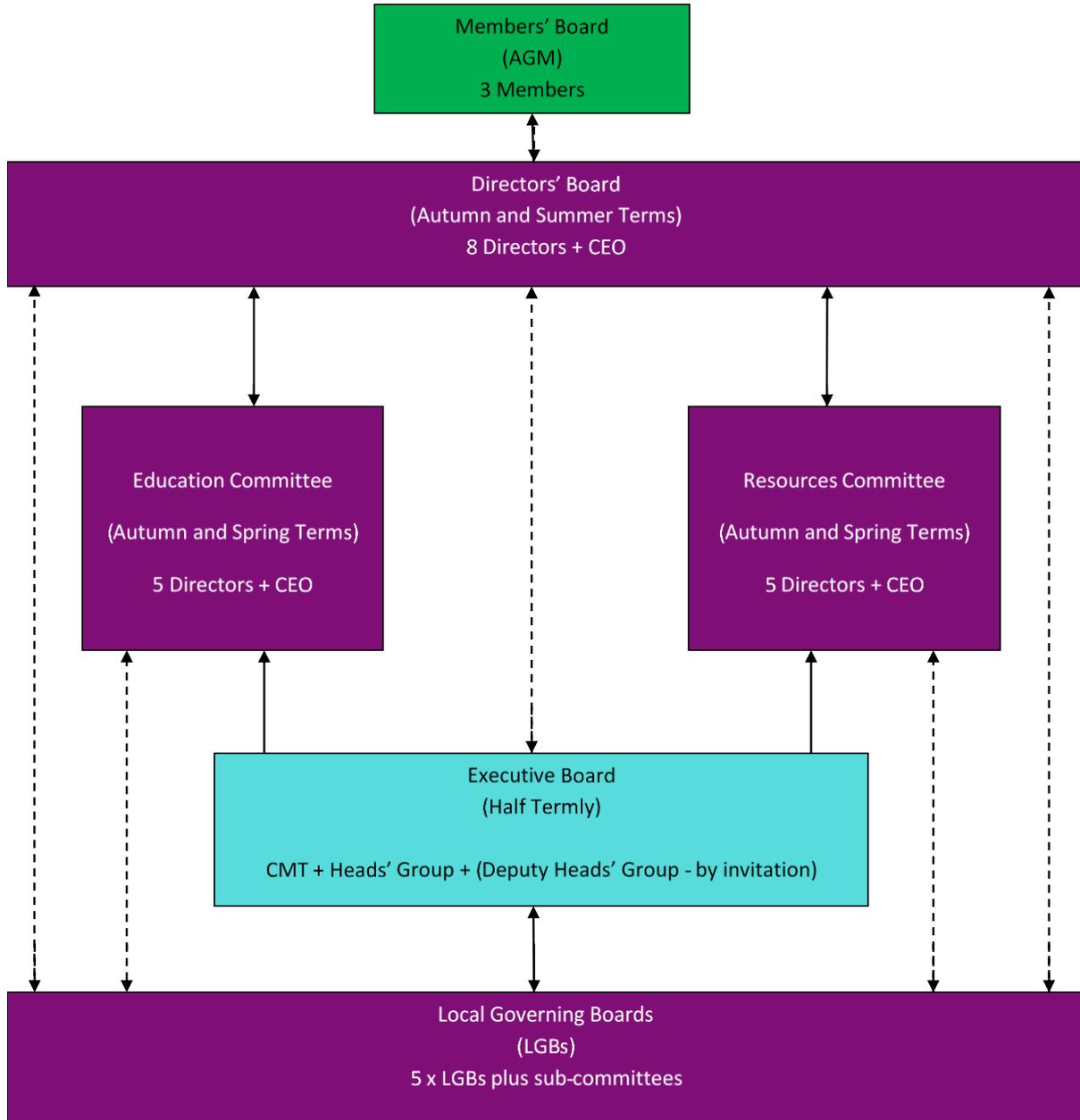
The Central Management Team (CMT) of the Trust are the CEO and Accounting Officer, Deputy CEO, and Chief Finance Officer. They lead and manage the Trust alongside the Executive Board, implementing strategy and policy in conjunction with the Directors' Board and its committees generally.

The Executive Board comprises the CMT, Head Teachers, and Deputy Head Teachers (by invitation). The Executive Board advises and makes recommendations to the Trust Board and its committees on setting general policy and making major decisions about the direction of the Trust.

Head Teachers, as employees of the Trust, also lead and manage the individual academies and report to the CEO.



## Organisational Structure



(A dotted line indicates in extraordinary circumstances)

AGM = Annual General Meeting (Autumn Term)

CMT = Central Management Team