



Attigo
Academy Trust

ACHIEVE EXCELLENCE TOGETHER

Risk Management Policy

Attigo Academy Trust Risk Management Policy

Vision and Values

Core Values: Partnership, Diversity, Community, Excellence, Inclusion

Partnership and Diversity

All schools in the Attigo Academy Trust are committed to working collaboratively, supporting each other and sharing skills and knowledge to maintain and improve standards across the Trust.

Attigo Academy Trust recognises the individuality and embraces the uniqueness of each of the schools within its partnership. All schools adhere to the Trust vision, values, aims and policies but maintain a level of autonomy in order to meet the diverse needs of the children in each of the Trust schools. It is important for any school wishing to join our Trust that they are willing to commit to taking an active and supportive role within it.

Community

Children will learn the value of working together in our Trust, schools, the local area and as successful citizens of the global community. This includes any learning undertaken beyond the classroom – in other areas of the school, the school grounds, the neighbourhood and local area, at home, in London and further afield.

Excellence

Excellence, at Attigo Academy Trust, means that we will always strive to achieve our very best in all areas of school life. We aim to achieve excellence in our Trust and schools through promoting high aspirations for our children to ensure they make outstanding progress in academic, sporting and personal achievements. Excellence is a continuously moving target that we aim to achieve; it means no excuses, but high expectations.

Inclusion

We value and respect all our children and celebrate diversity in our Trust and schools. The well-being – mental, emotional and physical – of the children is paramount. Teachers will plan for both curriculum subjects and for experiences to support children's well-being; meeting the needs of all children in the class. This will support the whole-school and Trust-wide approach of promoting good social, emotional and behavioural skills and attitudes, enabling our children to face challenges and to excel. This may include working with experts in a particular field, visits from inspirational speakers and opportunities to work in professional environments.

Signed by

_____ CEO Date: _____

_____ Chair of Trustees Date: _____

Principles of the Risk Management Policy

The Trustees have overall responsibility and ultimate decision making authority for all the work of the Trust, including the establishing and maintaining of the schools (which includes taking existing schools into the Trust). The Trustees have the power to direct change where required. The Trustees have delegated authority for the running of each of its schools to a Local Advisory Academy Board (LAAB), who in turn fulfils a governance and oversight role in the conduct of the school, further delegating authority to the Headteacher and senior leadership team who are responsible for the internal organisation, management and control of the school on a day to day basis. The responsibilities of the LAAB are set out in the “Scheme of Delegation”.

Risk management must prioritise and protect:

- The safeguarding of high quality and effective education of the young people in the Academies;
- The reputation and ethos of the Trust and the Academies;
- The common good in terms of the interests of the families in the communities served by the Academies and the pupils of the future;
- The Scheme of Delegation and the balance struck between central management and local responsibility.

The Responsibility of each Local Academy Advisory Board

It is the responsibility of each LAAB (the Governors) to implement, monitor and verify such policies and procedures to facilitate an annual statement of compliance on those risks identified by the Board. The Governors should take such steps needed to meet their legal obligations including the requirements of the Department for Education (or any successor body) as they relate to the operation of the schools. The Governors should provide resources to mitigate identified risks and declare any non-compliance to the Trustees. The Governors should commission on a regular basis external verification of internal systems so as to ensure the systems fitness for purpose and compliance to current standards.

The Responsibilities of the Trustees

It is the responsibility of the Trustees to identify those risks which arise from academy status and membership of a multi-academy trust and develop policies and procedures which mitigate these risks (taking account of the principles identified above). To mitigate financial risk, the Trustees will require all schools to use approved banking arrangements, audit arrangements, financial management systems, and premises insurance and building surveyors. Rigorous safeguarding policies are also a requirement for all schools. Beyond these areas the Trustees should identify risks common to all schools, set policy frameworks but seek not to impose specific control mechanisms for these risks as responsibility lies with the individual LAABs. The Trustees should receive compliance reports from the LAABs (and declarations of non-compliance) and develop systems to support (having regard to the principles of subsidiarity and solidarity) individual schools to mitigate risk to the Trustees and the Trust generally.

Operation of the Risk Management Policy

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To assist the Trust Board in fulfilling its function, the Trustees may establish a “risk management committee” (or ensure this function is undertaken by the Audit Committee) made up of appointed Trustees, Headteachers, and others as may be required. The terms of reference should identify that a minimum of two Trustees should serve on this committee, with one being present for the committee to be quorate. The risk management committee may be a function of the Audit Committee or work alongside it.

It is the duty of this committee to review the termly schedule of self-assessments made by individual LAABs, consider how to support the schools to mitigate identified risks and report to the Trust Board each term on the risks identified.

The Nature of the Risks

The safeguarding of those involved in the enterprise

- The Trustees and LAABs will be required to have safeguarding (including safer recruitment and e-safety) policies which comply with the requirements set out in the framework of the London Child Protection Procedures and the Enfield Safeguarding Children’s Board
- The Trustees and LAABs will be required to ensure that each school adheres to, and actively promotes, statutory safeguarding guidance outlined in ‘Keeping children safe in education’
- Termly safeguarding reviews will be carried out in each school and any concerns reported to the CEO

The employment of those involved in the enterprise

- The Trustees and individual schools should have a suite of legally compliant and common personnel policies, supported by advice and insurance.

The management of the premises and site and the health, safety and welfare of those who use the site

- The Trustees reserve the right to direct individual schools with regard to the insurances of Trust property (buildings, land and assets) and to approve and be kept informed of planned capital works.
- The Academy should develop comprehensive health, safety and welfare policies to include systems to monitor compliance with regulation and good practice and to externally assess these at a regular period.

The vision and values of the Trust and the academic standards attained

- The Governors should report to the Trustees on any OFSTED or other inspections and reports.
- Trustees should be informed of trends and actual academic outcomes and other key indicators identified by OFSTED in order that the Trustees may broker support and advice from within (or beyond) the Trust to minimise the possibility of the Secretary of State using his reserve powers in relation to one of the schools for which the Trust is responsible.

The financial integrity of individual academies

- The Trustees reserve the right to direct the schools to bank with a named bank and to direct the schools to use the services of agreed auditors.
- The Trust Board reserves the right to have annual agreed budget plans, termly budget summaries and annual outturn statements reported to it.
- Schools will not be permitted to operate deficit budgets without specific approval from the Trust Board.
- The Governors will agree such policies as required to comply with DfE requirements on the operation of academies, including in relation to the procurement of goods and services.
- The Trustees will appoint a suitably experienced “responsible officer” who will oversee the financial integrity of the Academy with a particular reference to levels of delegation and the avoidance of over-reliance upon key individuals.

The capacity of the Trust Board and the Local Governing Bodies to discharge their duties

- The Trust Board and individual LABBs will be expected to make an annual self-assessment of the skills and experience they require and their capacity to fulfil those requirements.
- Plans to mitigate deficiencies should be passed to the relevant LAAB and the Trust Board. All Trustees and Governors are required to hold an enhanced Criminal Records Bureau certificate and to make a declaration of interests at the beginning of each meeting.
- The Trust will operate a Conflicts of Interest policy.
- The Trust will ensure that good quality legal advice is available to the Trust Board, the schools and those responsible for running the schools on a day to day basis.

Policy Review

This policy is reviewed annually by the CFO and the CEO
The scheduled review date for this policy is September 2019.