

East Midlands Education Trust  
**SCHEME OF DELEGATION FOR TRUST POLICIES**

Audit & Risk	Finance & Estates	Standards & Inclusion	HR	Full Trust Board
Conflicts of Interest	Asbestos management	Drugs	Appraising teacher performance	Complaints
Cyber Security	CCTV	Early Career Teachers (ECTs)	Appraising associate staff performance	Discretions LGPS
Data Protection	Charging and remissions	Equality scheme	Appraisal of executive leadership performance	Investment
Expenses	Finance	Relationships, Sex Education & Mental Health	Attendance management	Pay
Fraud	Health and Safety	Safeguarding & Child Protection	Capability	Reserves
FOI and Publication Scheme	Procurement	Physical Intervention	Contact between staff & students	Whistleblowing
Gifts and hospitality		Safeguarding, Safer recruitment	Code of Conduct	
Online Safety		SEND	Disciplinary	
Retention Schedule		Supporting pupils with medical needs	Flexible working	
Visits (educational)			Grievance	
			Harassment	
Business Continuity Plan			Leave of Absence	
			Maternity, Paternity & Adoption	
			Modern slavery statement	
			Recruitment	
			Reduction in staffing	
			Stress	

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September 2023