

# Worcestershire Hills Trust Structure

## WHT Members – 5 Members

- Meet once per academic year
- Responsible for establishing the Governance Structure in the Articles of Association and holding the Board of Trustees to account for compliance with the Trust's aims and objectives.
- Can appoint and remove Trustees
- Receives the Board of Trustees minutes, finance reports and annual report.

## WHT Board – Minimum of 8 Trustees

- Meet 4 times per academic year
- Develops the Trust vision, strategic direction and financial oversight for Worcestershire Hills Trust and all partner schools within the MAT.
- Holds overall responsibility for Trust-wide performance, statutory compliance and governance functions.
- Meets as a full Board at least four times each year and delegates aspects of governance to Sub-Committees, the Executive Board and Local Governing Bodies (LGBs).
- Receives updates on the Strategic Business Plan, finance reports, Trust dashboards, sub-committee activity and the CEO's report.
- Invites Headteachers, the Trust Chief Financial and Chief Operating Officer (CFOO) and other relevant professionals to attend meetings as non-voting contributors.
- Delegates responsibilities to LGBs through the Scheme of Delegation whilst retaining accountability for all statutory duties and performance manages the CEO with support from a SIP.

### Academic, Pastoral & Teaching Committee

- Meet 3 times per academic year
- A sub-committee of the Board of Trustees dealing with:
  - Achievement
  - Attendance & Behaviour
  - Curriculum & Teaching
  - Early Years & Post 16
  - Inclusion
  - Leadership & Governance
  - Personal Development & Wellbeing
  - Safeguarding

### Audit, Risk & Compliance Committee

- Meet 5 times per academic year
- A sub-committee of the Board of Trustees dealing with:
  - Audit (statutory function)
  - Compliance
  - Estates
  - Finance (Statutory function)
  - Operations
  - Report & Accounts
  - Risk (Statutory function)

### Executive Team

- Meets 11 times per academic year
- Comprises of CEO, CFOO, Deputy CEOs, Headteachers of founding schools (BFS, BHA, CFS, PHHS).
- A body formed of the Trust's school leaders to oversee the operation of the Trust and the schools within it, reporting to the Board of Trustees.

### Nominations, Appointments & Remuneration Committee

- Meet once per academic year and when required
- A sub-committee of the Board of Trustees dealing with:
  - Suitability of potential Trustees
  - Dismissals of Trustees
  - Appointment of Headteachers and CEO
  - Review and approval of remuneration

### Chair of Local Governing Body Briefing

- Meet twice per academic year
- Attends briefing from CEO, CFOO and Deputy CEOs