

## DNEAT Governance Arrangements 2024-25

*Updated July 2024*

This document provides an overview of the governance arrangements for the Diocese of Norwich Education and Academies Trust (DNEAT).

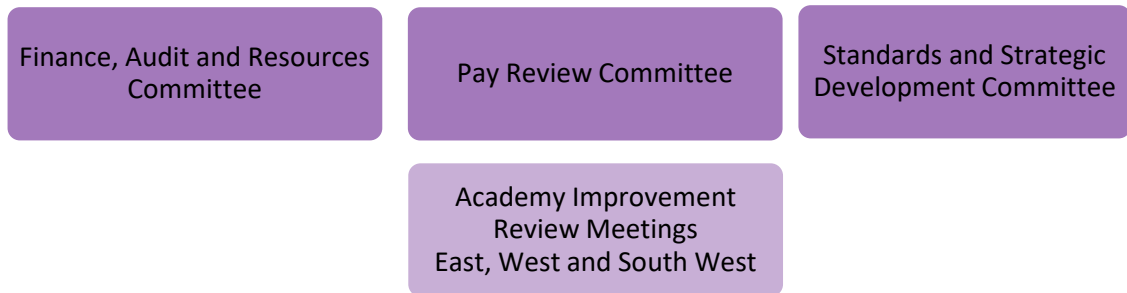
DNEAT is a Multi Academy Trust and therefore the responsibility for governance rests with the Members and the Trust Board. The Members are responsible for appointing Trustees, and they hold the Trust Board to account for the effective governance of the Trust. The Trustees have a broad range of skills and experience from both the education and business worlds.

### Members

### Board of Trustees



### Board of Trustees



# Local Governing Body

Head Teacher

Staff Governor

Trust Appointed  
Governors

Parent Governors

# DNEAT Chief Executive Officer

Deputy CEO

Academies Group  
Executive Principals  
(AGEPs) East, West,  
South West

Professional  
Lead for New  
Schools

Trust Officer  
and Project  
Manager

PA to the  
Executive  
Team

Data Lead

Administrator

# DONESC Chief Executive Officer

Head of  
Governance and Data  
Protection Officer

HR Director

Head of Estates

Head of  
Safeguarding

Financial Controller

PA to CEO and  
Project  
Manager

Governance  
Officers/  
Trust Clerks

Governance  
Improvement  
Officer (GIO)

HR Officers

Estates  
Administrator

Health and  
Safety  
Advisor

Finance Team  
Leader

Management  
Accountants

Governance  
Administrator

HR  
Administrators

Finance  
Assistants

The DNEAT Governance Framework (overleaf) shows the composition of committees and frequency of meetings. The board has three sub-committees whose role is to scrutinise the work of the Trust and hold DNEAT officers to account in accordance with the Articles of Association and Scheme of Delegation:

- Finance, Audit and Resources Committee (FARC)
- Pay Review Committee
- Standards and Strategic Development Committee (SSDC)

All sub-committees report back to Trustees at each Board Meeting.

In addition, two DNEAT Trustees represent the Trust on the Joint Policy Development Committee which develops and reviews policies for DNEAT, St Benet's MAT and DoNESC (Diocese of Norwich Education Services Company).

The academies within the Trust are split into three geographical regions – East, South-West and West. Each region is allocated an Academies Group Executive Principal (AGEP) whose role is to provide support and challenge to the headteachers in their area. This is carried out via a regular schedule of visits to the academies. The AGEP also facilitates within their region meetings of the Headteachers' Regional Alliance which allows for collaborative working across the region.

In the second part of each term, an Academy Improvement Review meeting is held with each headteacher and their Chair of Governors. These meetings are held at the academy and are attended by the relevant AGEP, the Deputy CEO and for some meetings, one of the Trustees assigned to the region by the SSDC. The purpose of this meeting is to review the progress the academy has made since the last meeting, consider aids and barriers to further improvement, agree the academy risk rating, discuss the effectiveness of the Local Governing Body (LGB) and review Scheme of Delegation responsibilities. This meeting is formally minuted and the Minutes are made available to the Headteacher, Chair and the SSDC to assist in the flow of information between Trust Board and LGB.

Local governance at academy level is conducted via a Local Governing Body which comprises Trust Appointed Governors, Parent Governors, a Staff Governor and the Headteacher. Responsibilities from the Trust Board are delegated via a Scheme of Delegation which is reviewed on an annual basis. An outcome of the termly Academy Improvement Review meeting is a grading of the academy and this grading will inform the level of delegation. The LGB is expected to meet in full on a half-termly basis. The Chairs meets on a regular basis with the Trust via the Academy Improvement Review Meetings and the termly Chairs and Heads Forums.

The Trust provides guidance and support to the LGBs through the provision of draft agendas, supporting documents, quality assurance visits and in-house training for governors and clerks. In addition, as part of the Trust's ongoing commitment to ensure that governance is well informed at all levels, access to the Modern Governor online training facility is provided to all Trustees, Local Governors and Clerks.

## Governance Framework 2024-25

Activity		Person(s) Responsible	Autumn Term 04/09/2024-20/12/2024 (excluding Inset Days)	Spring Term 07/01/2025-04/04/2025 (excluding Inset Days)	Summer Term 23/04/2025-22/07/2025 (excluding Inset Days)
Academy level	In school data collection deadlines	Head Teachers	EYFS/Reception – 18 Oct 24 KS2 Y6 (optional) – 2 Oct 24 KS2 Y3-5 – 30 Oct 24 EYFS/KS1/KS2 Yr-6 Target setting 8 Nov 24 KS1 Y2 – 20 Nov 24 KS2 Y6 – 27 Nov 24 KS1/KS2 Y2-6 – 13 Dec 24 KS1 Y1 – 13 Dec 24 EYFS/Reception – 13 Dec 24	KS2 Y6 (optional) – 5 Feb 25 KS2 Y3-5 – 12 Mar 25 KS1 Y1 – 19 Mar 25 KS1 Y2 – 19 Mar 25 KS2 Y6 – 19 Mar 25 KS1/KS2 Y1-6 – 28 Mar 25 EYFS/Reception – 28 Mar 25	KS1 Y1 – 18 Jun 25 KS2 Y3-5 – 25 Jun 25 KS1 Y2 – 18 and 27 Jun 25 KS2 Y6 – 8 Jul 25 12pm (SATs) KS2 Y6 – 27 Jun 25 (Teacher Ass) EYFS YR ELG – 23 Jun 25 (DfE deadline is 30 Jul 25) KS2 Y4 MTC – 4pm 23 Jun DfE / 27 Jun 25 KS1 Y1 & 2 Phonics – 16 Jun 25 (DfE deadline is 18 Jul 25) KS1 Y1/KS2 Y3-5 - 11 July 25
	HT Performance Management Panel meeting	Academies Group Executive Principal (AGEP)	By 4 October 2024 (review/objective setting)	Ideally 24 February - 14 March 2025 (monitoring progress)	Ideally 9 - 20 June 2025 (monitoring progress)
Local Governing Body level	Full Local Governing Body	Chair of Governors	30 September 24 October 2024 (annual administration) 18 November - 20 December 2024	20 January – 14 February 2025 10 March – 4 April 2025	6 - 23 May 2025 30 June - 18 July 2025 (review year end assessments)
Leadership level	Academy Improvement Review	Head Teacher, Chair, AGEP, Deputy CEO, Trustee	18 November–6 December 2024	10 March - 28 March 2025	16 June - 4 July 2025
DNEAT Board level	DNEAT Standards and Strategic Development Committee	DNEAT Trustees, Deputy CEO	27 September 2024	3 February 2025	19 May 2025
	DNEAT Pay Review Committee	DNEAT Trustees, CEO	11 November 2024 (HT Pay Reviews)	N/A	N/A
	DNEAT Finance, Audit and Resources Committee	DNEAT Trustees, CEO, COO	7 October 2024 29 November 2024 (Audit pre-meet) 2 December 2024 (ARFS)	20 January 2025 2 April 2025 (Catch up meeting)	9 June 2025
	Joint Policy Development Committee	DDE, DNEAT Trustees, CEO	19 September 2024	6 March 2025	26 June 2025
	DNEAT Board Meeting	DNEAT Board of Trustees	13 September 2024 13 December 2024	28 March 2025	11 July 2025
	DNEAT AGM	DNEAT Members	-	13 March 2025	-
Trust	Forum	Trustees, Chairs and Heads	15 November 2024 09.00-13.00	28 February 2025, 09.00–13.00	6 June 2025 09.00-13.00