

Thresholds of Communication to the Manor Hall Academy Trust.

An Operational Guide

Mutual respect, support and challenge run through all aspects of our work. The MHAT believes schools need aspirational, progressive and resourceful leaders, who know their families and communities. Therefore, the best schools need high levels of autonomy. However, Directors are responsible for ensuring that the Trust is solvent, well run and that the academies are delivering the standards required.

Therefore, it is important that the MHAT has an overview of any particularly challenging situations an academy school may be facing. It is important that head teachers use their leadership acumen to decide whether to seek advice from the MHAT central team. The CEO would always want to foster a spirit of mutual respect and open door dialogue. There will inevitably be issues which face schools which have happened before and therefore avenues of experience which can be drawn upon for support, advice and guidance, through the CEO.

The Academy Schools Scheme of Delegation sets out the responsibility levels of the head teacher and the different levels of governance.

As operational guidance the following incidents/situations **must** be reported to the CEO:

- incidents reaching the formal stage of disciplinary investigation
- incidents requiring the use of the MHAT legal SLA
- school closure
- critical incidents
- complaints against the headteacher/chair of governors

The CEO would encourage head teachers to seek his advice in any situation that a headteacher feels vulnerable, uncomfortable or disempowered and would prioritise his commitments to attend to such challenges.

This advice should be read in consultation with the MHAT central policies.