

RECRUITMENT SCHEDULE

Policies: All TLT schools have their own recruitment policies, based on Babcock (Strictly Education 4S) models and incorporating safer recruitment. All will need updating in line with Trust membership. The Trust Board holds ultimate responsibility/accountability for all central appointments. Other appointments are shared between the local committees and the Trust Board, as follows:

Appointment	Made by	Approval level
CEO	Trust Board with involvement of Exec Board	Chair of Trust Board
DFO	Trust Board with CEO and input from Exec Board	CEO and Chair of Trust Board
MFM	DFO	CEO
School Improvement Role (e.g. DPSI)	CEO with input from Exec Board and Trust Board	CEO
Other central posts	CEO, delegated as appropriate	CEO
Head teachers/heads of school	Trust Board involvement at appropriate/agreed level. Panel to include CEO, School Improvement Director, representative from Trust Board, Chair and governor from local committee.	CEO and Chair of Trust Board
Deputy or assistant heads	CEO involvement; led by head teacher and local committee	CEO
SBM or equivalent/senior business posts	DFO to lead initial discussion in order to agree level and scope of post* Once agreed, process is led by DFO, HT and local committee Chair/governors	DFO
All other posts	Appropriate panel, per school's recruitment policy	Per school's recruitment policy

*Whilst all posts should be subject to a review before a like-for-like appointment is made, this is particularly the case for central team roles as the Trust is on a gradual journey towards more centralised financial working.