



Restructure, Redundancy Process, Re-grading, Re-designation, Compromise Agreements

| | <i>Recommendation</i> | <i>Decision Maker</i> | <i>Appeal</i> |
|--|-----------------------|---|---------------------|
| Redundancy | Head Teacher | Executive Board | Panel of 3 Trustees |
| Re-grading/re-designation Central Trust salaries above £55,000 Academy Posts above £55,000 | Head Teacher | Executive Board/Panel of 3 Trustees | Panel of 3 Trustees |
| New permanent posts with salary above £55,000 | Head Teacher | Executive Board | N/A |
| New permanent posts with salary between £20,000 and £55,000 | Head Teacher | Head Teacher | N/A |
| New permanent posts with salary below £20,000 | Head Teacher | Head Teacher | N/A |
| New temporary posts for up to one year | Head Teacher | Head Teacher | |
| Revisions to Pay and Conditions | CEO/Executive Board | Board of Trustees | N/A |
| Settlement Agreements up to and including the limit set down in the Academies Financial Handbook | Head Teacher | Executive Board and Chair of the Trust Board | N/A |
| Settlement Agreements in excess of £50,000 (non-contractual amount) | CEO | Trust Board including where applicable EFA and HM Treasury approval | N/A |