TRANSFORMING LEADERSHIP - TRANSFORMING LIVES

SDBE - The process for appointment of SDBE Corporate Member, Foundation Members, Foundation Directors and Foundation governors
DBE Requirements

1. All governor appointments must reflect the current Salisbury Diocesan Board of Education (SDBE) requirements for a Foundation Governor, as per page 5.

2. ALL appointments upon conversion to Academy status must be advised to Sandi Hammer (sandi.hammer@salisbury.anglican.org) and any future changes must be advised having followed the appropriate appointment process.
## 1. Process for appointing SDBE Corporate Members, Foundation Members, Foundation Directors, and Foundation Governors for newly created Multi Academy Trusts (MAT)

<table>
<thead>
<tr>
<th>MAT Governance Roles</th>
<th>Salisbury Diocesan Board of Education (SDBE) responsibility</th>
<th>MAT responsibility</th>
<th>School responsibility</th>
</tr>
</thead>
</table>
| **SDBE Corporate Members and Foundation Members** | - SDBE consultant assumes the SDBE Corporate Member role in an interim capacity  
- Leads on and works with the MAT Project / Governance lead to identify and source the other Foundation Members in line with MAT agreed model  
- Manages Parochial Church Council (PCC) engagement  
- Hands-over to MAT SDBE Corporate Member when identified  
- Ensures all SDBE nomination and approvals documentation completed | - MAT determines new Governance model – needs to be agreed with SDBE Consultant  
- Governance lead for academy conversion supports SDBE consultant in securing the Foundation Members from within the schools or externally  
- MAT identifies new SDBE corporate member candidate | - Chair of Governors / Governor Lead for school liaises with own Foundation Governors to identify any that would like to be a Member /Director  
- Informs Project / Governance lead and SDBE consultant |
| **Foundation Member and Foundation Director** | - SDBE consultant leads on and works with the MAT Project / Governance lead to identify and source the other Foundation Directors in line with MAT agreed model  
- Ensures all SDBE nomination and approvals documentation completed  
- Manages PCC engagement | - Governance lead for academy conversion supports SDBE consultant in securing the Foundation Directors from within the schools or externally  
- PCC can be advisory only  
- MAT Board approves and appoints | |
| **Foundation Governors** | - Provides support / guidance to Local Governing Body (LGB)/Local Governing Committee (LGC) if any Foundation governor changes required | - Determines how new LGBs/LGCs will be constituted from start (usually 'roll-over as-is')  
- Appoints the Foundation Governors | - Chair of Governors implements agreed model for LGB/LGC |
## 2. Process for appointing SDBE Corporate Members, Foundation Members, Foundation Directors and Foundation Governors when a Church of E school joins an existing MAT

<table>
<thead>
<tr>
<th>MAT Governance Roles</th>
<th>SDBE responsibility – SDBE consultant works with MAT Chief executive (CEO) (or appropriate person) to agree revised governance model</th>
<th>MAT responsibility -</th>
<th>School responsibility</th>
</tr>
</thead>
</table>
| **SDBE Corporate Member and Foundation Members** | - SDBE consultant assumes the SDBE Corporate Member role in the interim and works with the MAT Board to source / Identify the substantive SDBE Corporate Member  
- Hand over to MAT SDBE Corporate Member when identified  
- Works with the MAT governance lead / CEO / Chair of Board to identify and source the other Foundation Members in line with MAT agreed model  
- Manages PCC engagement  
- Ensures all SDBE nomination and approvals documentation completed | - MAT determines new Governance model to meet requirements of revised articles/governance model (needs to be agreed with DBE Consultant)  
- CEO / Chair of Board identifies new SDBE corporate member candidate when possible and supports DBE consultant in securing the Foundation Members from within the MAT / schools or externally  
- Candidates must be proposed based on skills required of the MAT and to meet SDBE criteria  
- Members appoint | - IF appropriate within agreed MAT governance model – Chair of Governors for school liaises with own Foundation Governors to identify any that would like to be nominated for a Member / Director role and informs SDBE consultant |
| **SDBE Trustee (the Member) and Foundation Directors** | - SDBE consultant works with the MAT Project lead / CEO / Chair of Board to identify and source the other Foundation Directors in line with MAT agreed model  
- Ensures all SDBE nomination and approvals documentation completed  
- Manages PCC engagement | - CEO / Chair of Board identifies candidates and works with the SDBE consultant in securing the Foundation Directors from within the MAT / schools or externally  
- Candidates must be proposed based on skills required of the MAT and to meet SDBE criteria  
- PCC can be advisory only  
- MAT Board approves and appoints | |
| **Foundation Governors** | - DBE consultant provides support / guidance to LGB/LGC in any foundation governor changes required at point of conversion | - Determines how new VC/VA LGBs/LGCs will be constituted from start to fit into revised articles / scheme of governance for MAT  
- Appoints the Governors within SDBE criteria for foundation governors  
- SDBE Member informs SDBE of appointments | - CoF implements agreed model for LGB/LGC |
The appointment of Foundation Members, Foundation Directors and Foundation Governors for academy trusts and their schools

The following information sets out the Salisbury Diocesan Board of Education requirements for the appointment of foundation members, directors and governors to academy trusts where the predecessor school/s hold the status of Church of England Aided or Voluntary Controlled.

1. SDBE Corporate Foundation Member
First and foremost the Foundation Member is the corporate representative of the Salisbury Diocesan Board of Education for the Trust. The foundation member represents the interests of the Church of England and must therefore be a regular communicant member of the Church of England.

2. Foundation Directors

**Predecessor School with Voluntary Aided status**
Where a Trust is established of schools with a predecessor school of an aided designation foundation trustees must be regular communicant members of the Church of England with the proviso that up to 3 foundation directors may be regular practising members of other mainstream Christian churches, that is, those belonging to Churches Together in Britain and Northern Ireland.

**Predecessor School with Voluntary Controlled status**
Where a Trust is established of schools with a predecessor school of a voluntary controlled designation, at least one of the foundation directors must be a regular communicant member of the Church of England; remaining foundation directors may be regular communicant members of the Church of England or practising members of other mainstream Christian churches, that is, those belonging to Churches Together in Britain and Northern Ireland.

3. Local Governing Body Foundation Governors

**Predecessor School with Voluntary Aided status**
Where a Trust is established of schools with a predecessor school of a voluntary aided designation the foundation governors must be regular communicant members of the Church of England with the proviso that up to 3 foundation governors may be practising members of other mainstream Christian churches, that is, those belonging to Churches Together in Britain and Northern Ireland.

**Predecessor School with Voluntary Controlled status**
Where a Trust is established of schools with a predecessor school of a voluntary controlled designation, at least one of the foundation governors must be a regular communicant member of the Church of England; remaining foundation governors may be regular communicant members of the Church of England or practising members of other mainstream Christian churches, that is, those belonging to Churches Together in Britain and Northern Ireland.