

**MORLEY COLLEGE LONDON**

**GOVERNING BODY**

**SCHEME OF DELEGATION**

Approved by the Board 15 July 2024  
Review by 31 July 2028

## SCHEME OF DELEGATION

1. This document makes clear how the Governing Body delegates its powers under the Articles of Association adopted on 28 September 2021 (the 'Articles') so as to ensure compliance with the requirement in the Code of Good Governance for English Colleges adopted on 13 October 2015 (the 'Code'), as amended in September 2023 , for organised and clear governance and management structures.
2. Article 9.1 gives the Governing Body the following powers:
  - 9.1.1 the determination of the corporate strategy, educational character and mission of the College and the oversight of its activities;
  - 9.1.2 the effective and efficient use of resources, the solvency of the College and the safeguarding of its assets;
  - 9.1.3 the appointment, grading, supervision, dismissal and determination of the pay and conditions of service of the holders of senior posts and the Director of Governance (including, where the Director of Governance is, or is to be appointe

4. Article 25.1 places responsibilities on the Principal as follows:
  - 25.1 Subject to the responsibilities of the Governing Body, the Principal and Chief Executive shall be the Chief Executive of the College, and shall be responsible for the academic and executive direction and management of the College, including financial management, organisation, structure, conduct and discipline.
5. Governors recognise the need for a clear distinction between the roles of governance and management. While the Governing Body has overall responsibility for the effective operation of the College and the implementation of strategy, it does not involve itself in the day-to-day operations of the College. It aims to maintain a strategic overview:
  - a) determining the mission, vision and values of the College;
  - b) setting strategic goals and objectives and the key performance indicators (KPIs) by which progress towards those goals and objectives is measured;
  - c) providing a high-level strategic and policy framework to guide those responsible for delivery of the strategic goals and objectives;
  - d) monitoring their progress; and
  - e) seeking and obtaining assurance that appropriate systems and processes are in place to ensure full implementation of the strategic plan.
6. The Governing Body has approved and will keep under review the College's Strategic Plan, which includes statements of the College's mission, vision and values, its strategic goals and objectives and the KPIs that will be used to monitor progress. The Governing Body also reserves to itself the right to approve and keep under review the following supporting strategies:
  - a) Curriculum Strategy;
  - b) Digital Transformation Strategy;
  - c) Estates Strategy;
  - d) External Engagement Strategy;
  - e) Finance Strategy;
  - f) Marketing and Communications Strategy; and
  - g) People Strategy.
7. The Articles require the Governing Body to approve and keep under review the following policies and procedures<sup>1</sup>:
  - a) Recruitment, Probationary, Performance Management and Development, Reward, Disciplinary, Grievance and Capability Policies and Procedures for Senior Post-holders;
  - b) Pay and Conditions of Service Policy for staff other than Senior Post-holders;

- d) Risk Management Policy;
  - e) Financial Regulations and Treasury Management Policy;
  - f) Fees Policies (comprising Fees and Refunds Policy and Supply Chain Fees and Charges Policy);
  - g) Student Admission, Engagement, Complaints and Disciplinary Policies; and
  - h) The Constitution of the student representative bodies.
8. The Governing Body also reserves to itself the right to approve and keep under review the following policies, procedures and plans (some of which require Governing Body approval because of statutory or regulatory requirements) :

- x Annual Audit Plans;
- x Anti-fraud Policy;
- x Capability Policies and Procedures for staff other than Senior Post-holders;
- x Freedom of Speech and Freedom of Expression Policy;
- x Complaints Policy and Procedure;
- x Data Protection Policy;

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- c) to provide the Governing Body with assurance, supported by such evidence as the Governing Body may require, of compliance with the policies and procedures that it has approved;
  - d) to make the Governing Body aware of any internal or external developments that may affect the delivery of its strategic goals and objectives or compliance with its policies;
  - e) to draft and present to the Governing Body such proposals as the Principal may think appropriate for changes to the mission, vision or values of the College, to the Strategic Plan or any of its supporting strategies or KPIs or to the policies, procedures and plans that the Governing Body has approved;
  - f) to prepare annual estimates of income and expenditure for consideration and approval by the Governing Body, and to manage the College's budget and resources within the estimates approved by the Governing Body;
  - g) to authorise expenditure within limits set out in the Financial Regulations approved by the Governing Body;
  - h) to organise, direct and manage the College and lead its staff;
  - i) within the policy framework approved by the Governing Body, to determine the pay and conditions of service of staff other than Senior Post-holders and to manage the appointment, grading, appraisal, suspension and dismissal of those staff; and
  - j) to determine any other policies, rules and bye-laws that the Principal may think necessary for the government and conduct of the College.
11. The Principal shall not cause or allow any practice, activity, decision or organisational circumstance that is unlawful, imprudent, or in violation of generally accepted business and professional ethics or generally accepted accounting principles or that might bring the College into disrepute.
12. The Principal shall have due regard to issues of equality, diversity and inclusion in respect of the treatment of students and staff. The Principal shall not cause or allow any practice, activity, decision or organisational circumstance that would cause or allow conditions that are unsafe, unfair or undibor (e uns)-gp1.7 (e ol)a1.7 (afe,unfai)-1.1 (raor)0.7 ( 86.1 (s)-1.>>BDC (di)-1

should be mindful of the Governing Body's strategic role and responsibilities. Reports should state clearly the outcome that is sought after the report has been considered. This should normally be either:

- x a strategic, policy or governance decision (in the case of a report to a committee, normally a recommendation to the Governing Body to take such a decision, with or without amendments proposed by the committee); or
- x an agreement as to the level of assurance that can be taken from the information provided.

16. It is recognised, however, that governors also play the role of 'critical friend', contributing their knowledge and experience to the consideration of matters on which management