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**DGAT Policy arrangements and provision 2023\_24**

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| **Statutory policies for academies provided by DGAT**  The following statutory policies must be adopted by all academies. The most up-to-date version and policy review dates of each policy can be found in  each members’ area on the DGAT website.  All statutory policies provided by DGAT are ratified by the Board of Trustees. Local governing boards have delegated responsibility for monitoring the  implementation of certain policies as set out in the scheme of delegation. Where this is the case, we have indicated below that the policy is required to be  noted locally by the local governing board. The local governing board is not required to ratify a policy provided by the Trust but should ensure that any  local contextual information is included where necessary.  Where a local decision can be made, local governors and Headteachers should take a pragmatic approach and  determine if a policy should be noted by the local governing board. It is recommended that these decisions are made in consideration of the academy’s  strategic priorities and the strategic responsibilities of the local governing board. | | |
| Policy | Is the policy required to be noted locally by the  local governing board? | Is the policy required to be published  on the school website? |
| Charging and Remissions Policy | Yes | Yes |
| Data Protection Policy (inc. Protection of Biometric information of  children in schools and colleges) | Local decision | DGAT requirement |
| Complaints Policy | Yes | Yes |
| Capability Policy | Local decision | No |
| Early Career Teacher Policy | Local decision | No |
| Local Governors Code of Conduct Policy | Yes | DGAT Requirement |
| Local Governor Visits Policy | Local decision | No |
| Conduct Policy | Local decision | No |
| Staff Code of Conduct | Local decision | No |
| Grievance Policy | Local decision | No |
| Safeguarding and Child Protection Policy and  Procedures – inc a Statement of Procedures for Dealing with  Allegations of Abuse Against Staff | Yes | DGAT requirement |
| Pupil Attendance and Absence Policy | Yes | No |
| Children with Health Needs Who Cannot Attend School Policy | Local decision | No |
| Supporting Pupils with Medical Conditions | Local decision | No |
| First Aid Policy | Local decision | No |
| Health and Safety Policy | Yes | No |
| Whistleblowing Policy | Yes | Yes |
| Relationships, Health and Sex Education Policy | Yes | DGAT requirement |
| Finance Policy | Yes | No |
| Anti-Bribery and Corruption Policy | Yes | No |
| **Statutory policies for academies NOT provided by DGAT**  The following policies must be adopted by all academies. Academies can determine these policies locally. Template policies are available from  [TheSchoolBus](https://www.theschoolbus.net/home) and we recommend academies access these when reviewing and developing non-Trust policies. We recommend the local governing  board ratifies the following statutory policies not provided by DGAT. | | |
| Policy | Is the policy required to be ratified locally by the  local governing board? | Is the policy required to be published  on the school website? |
| Special Educational Needs and Disability Policy and SEN  Information Report. | Yes | Yes |
| Behaviour Policy | Yes | Yes |
| School Exclusions Policy (may be incorporated within the  Behaviour Policy) | Yes | Required by DGAT |
| Early Years Foundation Policy | Yes | No |
| Remote Learning Policy | Yes | Yes |
| **Non-statutory policies for academies provided by DGAT**  The following non-statutory policies are available on the DGAT website and all academies must adopt them | | |
| Policy | Is the policy required to be noted locally by the  local governing board? | Is the policy required to be published  on the school website? |
| Gifts, Hospitality and Anti-Bribery Policy | Local decision | No |
| Safer Recruitment | Yes | No |
| Religious Education Policy – DBE issued | Yes | DGAT requirement |
| Staff Attendance Policy | Local decision | No |
| Staff Sickness Policy | Local decision | No |
| Equal Opportunities Policy | Yes | Yes |
| Lettings Policy | Local decision | No |
| Pay Policy | Yes | No |
| Anti-bullying Policy | Yes | No |
| Job Sharing Policy | Local decision | No |
| Performance Management Policy and Procedure | Yes | No |
| Freedom of Information Policy | Local decision | DGAT Requirement |
| Intimate Care Policy | Local decision | No |
| Redundancy Policy | Local decision | No |
| Charge Card Policy | Local decision | No |
| Estates Management Funding Policy | Local decision | No |
| Staff Wellbeing Policy | Yes | No |
| Policy on Managing Abusive, Aggressive or Violent Behaviour | Local decision | No |
| Risk Assessment Policy | Local decision | No |
| Annual Leave Policy | Local decision | No |
| Authorised Special Leave Policy | Local decision | No |
| Flexible Retirement Policy (support staff) | No | No |
| Governor and Trustee Expenses Policy | Local decision | No |
| Conflict of Interest Policy | Yes | No |
| Right to Request Flexible Working Policy | Local decision | No |
| Staff Smoking, Alcohol and Drugs Policy | Local decision | No |
| Board of Trustees and LGB Remote Meeting Policy | Yes | No |
| Maternity Leave Policy - Teaching staff | Local decision | No |
| Maternity Leave Policy - Support staff | Local decision | No |
| Paternity Policy | Local decision | No |
| Adoption and Surrogacy Policy | Local decision | No |
| Shared Parental Leave Policy | Local decision | No |
| Continuing Professional Development and Learning (CPDL) Policy | Local decision | No |
| Removal of Delegations Policy | Yes | No |
| Menopause Policy | Local decision | No |
| Recruitment of Ex-Offenders Policy | Yes | No |
| Allergen and Anaphylaxis Policy | Local decision | DGAT Requirement |

