

Performance Improvement Policy Appendix – Delegation Matrix

Post	Informal	Formal Stage 1	Formal Stage 2	Formal Stage 3	Appeal
Academy based support staff	Line Manager	Line Manager	Principal	Director of School Improvement/ Director of Safeguarding and SEND	CEO
Teaching staff	Line Manager	Line Manager	Principal	Director of School Improvement/ Director of Safeguarding and SEND	CEO
Academy leadership (excluding principal)	Line Manager	Line Manager	Principal	Director of School Improvement/ Director of Safeguarding and SEND	CEO
Finance, Facilities, and ICT staff	Line Manager	Line Manager	Director of Operations	CFO	CEO