

Scheme of Delegation  
January 2026



## Foreword from the Managing Partner

At RedEverywhere, we are committed to delivering a provision that is **safe, ambitious, and transformational** for the young people we serve. Our work is grounded in a clear moral purpose: to **re-engage learners, remove barriers, and create meaningful pathways into education, employment, and life beyond the classroom.**

This Scheme of Delegation sets out the **clear structures of leadership, accountability, and decision-making** that underpin our organisation. It ensures that every aspect of our provision from safeguarding and curriculum to operations and partnerships is delivered with **clarity, consistency, and integrity.**

Safeguarding remains at the heart of everything we do. In line with **Keeping Children Safe in Education 2026** and **Working Together to Safeguard Children 2026**, we have established robust systems to ensure that all staff understand their responsibilities and that leadership maintains strong oversight.

Our governance is strengthened through the support and challenge provided by our **Non-Executive Director (NED) Board**, chaired by **Mr Iftekhar Khan**, ensuring accountability, scrutiny, and continuous improvement.

This document reflects both how we operate now and our ambition to continue developing as a **high-quality, forward-thinking Alternative Provision.**

**Marcus Isman-Egal MSc**

*Marcus Isman-Egal*  
Group Managing Partner

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# 1. Purpose

This Scheme of Delegation defines the **roles, responsibilities, and decision-making authority** across RedEverywhere. It ensures:

- Clear lines of **accountability and governance**
- Effective **safeguarding oversight**
- Strong **operational leadership and quality assurance**
- Compliance with statutory guidance including **KCSIE 2026** and **Working Together 2026**

## 2. Governance and Leadership Structure

### 2.1 Strategic Leadership

Role	Key Responsibilities	Decision Authority
<b>Managing Partner (Headteacher Equivalent / DSL)</b>	Strategic leadership, safeguarding oversight, QA, partnerships, compliance	Final decision on all strategic, safeguarding, financial and operational matters
<b>Chief Operating Officer (COO)</b>	Operations, HR, compliance, data systems, finance	Operational decision-making and compliance enforcement
<b>Director of Teaching &amp; Learning</b>	Curriculum, pedagogy, assessment, staff development	Curriculum and teaching decisions

### 2.2 Operational Leadership

Role	Key Responsibilities	Decision Authority
<b>DSL / DDSL Team</b>	Safeguarding case management, referrals, multi-agency work	Immediate safeguarding decisions
<b>Teaching Staff</b>	Teaching, assessment, behaviour implementation	Classroom-level decisions
<b>Teaching Assistants</b>	Pastoral, wellbeing, engagement support	Behaviour and support implementation

### 2.3 Support Functions

<b>Role</b>	<b>Key Responsibilities</b>	<b>Decision Authority</b>
<b>Operations/Admin</b>	Attendance, compliance, records, finance admin	Administrative execution
<b>External Partners</b>	Schools, LA, agencies	Advisory and collaborative

### 3. Key Areas of Delegation

#### 3.1 Safeguarding (Non-Delegable Oversight)

- Ultimate accountability sits with the **Managing Partner (DSL)**
- Delivery delegated to **DDSLs and safeguarding team**
- Fully aligned to **KCSIE 2026 and Working Together 2026**
- Immediate escalation authority held by DSL/DDSL

#### 3.2 Curriculum and Quality of Education

- Led by **Director of Teaching & Learning**
- Overseen by **Managing Partner**
- Delivered by teaching staff

Includes:

- Curriculum design and sequencing
- Assessment frameworks
- Quality assurance cycle

#### 3.3 Behaviour and Culture

- Led by **Managing Partner**
- Delivered by all staff

Includes:

- Behaviour Curriculum
- **No-touch, de-escalation approach**
- Rewards and recognition systems

### 3.4 Staffing and HR

- Led by **COO**
- Final authority: Managing Partner

Includes:

- Recruitment and safer recruitment
- Probation and performance
- Disciplinary processes

### 3.5 Health & Safety

- Responsible: Managing Partner
- Supported by COO

Includes:

- Risk assessments
- Fire safety
- Site safety

### 3.6 Finance and Resources

- Strategic control: Managing Partner
- Operational management: COO

## 4. Decision-Making Framework

<b>Level</b>	<b>Decision Type</b>	<b>Responsibility</b>
Strategic	Vision, safeguarding, finance	Managing Partner
Operational	Staffing, compliance	COO / Director
Delivery	Teaching, behaviour	Director of Teaching and Learning/Head and Staff
Safeguarding	Immediate risk	DSL/DDSL

## **5. Accountability and Reporting**

- Managing Partner: Overall accountability
- COO: Operational reporting
- Director T&L: Curriculum QA
- Safeguarding Team: Case reporting

Reporting cycles:

- Weekly operational reviews
- Monthly QA and safeguarding reviews
- Termly SIP reviews

## **6. Quality Assurance and Oversight**

- School Improvement Plan monitoring
- Lesson observations and learning walks
- Work scrutiny and moderation
- Data tracking and progress reviews
- Safeguarding audits

## **7. External Accountability**

Accountable to:

- Commissioning schools
- Local Authorities
- Safeguarding partnerships
- Ofsted

Engagement includes:

- Multi-agency working
- External CPD
- Network collaboration

## **8. Succession and Capacity Planning**

- Clear deputy roles
- Cross-training of staff
- Leadership development pathways

## 9. Review and Compliance

- Reviewed annually
- Updated in line with legislation
- Aligned to safeguarding frameworks

## 10. Final Position Statement

This Scheme of Delegation ensures that RedEverywhere operates with:

- Strong governance
- Clear accountability
- Robust safeguarding systems
- High-quality education oversight

The structure enables leaders at all levels to act decisively, responsibly, and in the best interests of young people, ensuring **sustained improvement and strong outcomes**.