## **DGAT Policy arrangements and provision 2024/25**



## Statutory policies for schools provided by DGAT

The following statutory policies must be adopted by all schools. 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 (LGBs) 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 LGB. The LGB 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 LGB. It is recommended that these decisions are made in consideration of the school's strategic priorities.

Policy	Is the policy and any changes following review required to be noted locally by the local governing board?	Is the policy required to be published on the school website?
Admissions Policy	Yes	Yes
Anti-Fraud and Corruption Policy	Yes	No
Behaviour Policy	Yes	Yes
Capability Policy	Local decision	No
Charging and Remissions Policy	Yes	Yes
Children with Health Needs Who Cannot Attend School Policy	Local decision	No
Complaints Policy	Yes	Yes
Conduct Policy	Local decision	No
Data Protection Policy (inc. Protection of Biometric information of children in schools and colleges)	Yes	DGAT requirement
Early Career Teacher Policy	Local decision	No
Financial Procedures Policy	Yes	No
First Aid Policy	Local decision	Recommended
Grievance Policy	Local decision	No
Health and Safety Policy	Yes	No
Local Governors Code of Conduct Policy	Yes	DGAT Requirement
Local Governor Visits Policy	Yes	No

Pupil Attendance and Absence Policy	Yes	DGAT Requirement	
Safeguarding and Child Protection Policy and Procedures – inc a Statement of Procedures for Dealing with Allegations of Abuse Against Staff	Yes	DGAT requirement	
Staff Code of Conduct	Local decision	No	
Special Educational Needs and Disability Policy	Yes	Yes	
Supporting Pupils with Medical Conditions	Local decision	No	
Relationships, Sex and Health Education Policy	Yes	DGAT requirement	
Whistleblowing Policy	Yes	Yes	

## Statutory policies for schools NOT provided by DGAT

The following policies must be adopted by all schools. Schools can determine these policies locally. Template policies are available from TheSchoolBus and we recommend schools access these when reviewing and developing non-Trust policies. Please contact Nicki Wadley or Vicki Cowan to access TheSchoolBus. The local governing board should ratify 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?
Early Years Foundation Policy	Yes	No
School Exclusions Policy (may be incorporated within the Behaviour Policy)	Yes	DGAT Requirement
SEND Information Report	Yes	Yes

Non-statutory policies for schools provided by DGAT			
The following non-statutory policies are available on the DGAT website and all schools must adopt them.			
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?	
Adoption and Surrogacy Leave Policy	Local decision	No	
Allergen and Anaphylaxis Policy	Local decision	Recommended	
Annual Leave Policy	Local decision	No	
Anti-bullying Policy	Yes	Recommended	
Authorised Special Leave Policy	Local decision	No	

Charge Card Policy Conflict of Interest Policy Conflict of Interest Policy Continuing Professional Development and Learning (CPDL) Policy Estates Management Funding Policy Estates Management Funding Policy Local decision No Flexible Retirement Policy (support staff) Local decision No Freedom of Information Policy Yes DGAT Requirement Gifts, Hospitality and Anti-Bribery Policy Governor and Trustee Expenses Policy Intimate Care Policy Local decision No Intimate Care Policy Local decision No Lotal decision No Lotal decision No Intimate Care Policy Local decision No Managing Abusive, Aggressive or Violent Visitors Policy Maternity Leave Policy - Support staff Local decision No Maternity Leave Policy - Teaching staff Local decision No Menopause Policy Local decision No Menopause Policy Local decision No Paternity Policy (birth and adoption) for Support Staff Local decision No Paternity Policy (birth and adoption) for Support Staff Local decision No Paternity Policy (birth and adoption) for Support Staff Local decision No Performance Management Policy and Procedure Yes No Recruitment of Ex-Offenders Policy Local decision No Religious Education Policy — DBE issued Yes No Religious Education Policy — DBE issued Yes No Religious Education Policy Local decision No Safer Recruitment Yes No Safer Recruitment Yes No Safer Recruitment Yes No Safer Recruitment Yes No Staff Attendance Policy Local decision No Staff Sickness Policy Local decision No Staff Wellbeing Policy Local decision No Staff Wellbeing Policy Local decision No	Board of Trustees and LGB Remote Meeting Policy	Yes	No
Continuing Professional Development and Learning (CPDL) Policy  Equal Opportunities Policy  Estates Management Funding Policy  Freedom of Information Policy  Freedom of Information Policy  Freedom of Information Policy  Free DGAT Requirement  Offits, Hospitality and Anti-Bribery Policy  Free No  Governor and Trustee Expenses Policy  Free No  Intimate Care Policy  Local decision  No  Intimate Care Policy  Local decision  No  Managing Abusive, Aggressive or Violent  Visitors Policy  Maternity Leave Policy - Support staff  Local decision  Mo  Maternity Leave Policy - Teaching staff  Local decision  No  Menopause Policy  Atternity Policy (birth and adoption) for Support Staff  Paternity Policy (birth and adoption) for Local decision  No  Paternity Policy (birth and adoption) for Local decision  No  Performance Management Policy and Procedure  Yes  No  Recruitment of Ex-Offenders Policy  Local decision  No  Religious Education Policy – DBE issued  Yes  No  Sight to Request Flexible Working Policy  Local decision  No  Safer Recruitment  Yes  No  Shared Parental Leave Policy  Local decision  No  Staff Attendance Policy  Local decision  No  Staff Sickness Policy  Local decision  No  Staff Sickness Policy  Local decision  No  Staff Smoking, Alcohol and Drugs Policy  Local decision  No	Charge Card Policy	Local decision	No
Learning (CPDL) Policy  Equal Opportunities Policy  Estates Management Funding Policy  Estates Management Funding Policy  Estates Management Funding Policy  Local decision  No  Freedom of Information Policy  Gifts, Hospitality and Anti-Bribery Policy  Governor and Trustee Expenses Policy  Intimate Care Policy  Job Sharing Policy  Local decision  No  Managing Abusive, Aggressive or Violent  Visitors Policy  Maternity Leave Policy - Support staff  Local decision  No  Maternity Leave Policy - Teaching staff  Local decision  No  Maternity Policy (birth and adoption) for  Support Staff  Paternity Policy (birth and adoption) for  Teachers  Pay Policy  Performance Management Policy and Procedure  Recruitment of Ex-Offenders Policy  Redundancy Policy  Local decision  No  Religious Education Policy — DBE issued  Removal of Delegations Policy  Removal of Delegations Policy  Redundance Policy  Local decision  No  Safer Recruitment  Yes  No  Shared Parental Leave Policy  Local decision  No  Staff Stokness Policy  Local decision  No	Conflict of Interest Policy	Yes	No
Estates Management Funding Policy Local decision No Flexible Retirement Policy (support staff) Local decision No Freedom of Information Policy Gifts, Hospitality and Anti-Bribery Policy Yes No Governor and Trustee Expenses Policy Yes No Intimate Care Policy Local decision No Job Sharing Policy Local decision No Managing Abusive, Aggressive or Violent Visitors Policy Local decision Maternity Leave Policy - Support staff Local decision No Manaping Policy Local decision Moenopause Policy Local decision No Menopause Policy Local decision No Paternity Policy (birth and adoption) for Support Staff Paternity Policy (birth and adoption) for Local decision No Performance Management Policy and Procedure Recruitment of Ex-Offenders Policy Local decision No Religious Education Policy - DBE issued Removal of Delegations Policy Local decision No Right to Request Flexible Working Policy Local decision No Safer Recruitment Yes No Staff Attendance Policy Local decision No Staff Smoking, Alcohol and Drugs Policy Local decision No Staff Smoking, Alcohol and Drugs Policy Local decision No Staff Smoking, Alcohol and Drugs Policy Local decision No		Local decision	No
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Visitors Policy  Maternity Leave Policy - Support staff  Local decision  No  Maternity Leave Policy - Teaching staff  Local decision  No  Menopause Policy  Paternity Policy (birth and adoption) for Support Staff  Paternity Policy (birth and adoption) for Local decision  No  Performance Management Policy and Procedure  Recruitment of Ex-Offenders Policy  Redundancy Policy  Redundancy Policy  Removal of Delegations Policy  Risk Management Policy  Risk Management Policy  Staff Sickness Policy  Local decision  No  Staff Sickness Policy  Local decision  No  Staff Smoking, Alcohol and Drugs Policy  Local decision  No  Staff Smoking, Alcohol and Drugs Policy  Local decision  No  No  No  No  Staff Smoking, Alcohol and Drugs Policy  Local decision  No  No  No  No  No  No  No  No  No	Lettings Policy	Local decision	No
Maternity Leave Policy - Teaching staff  Local decision  No  Menopause Policy  Local decision  No  Paternity Policy (birth and adoption) for Support Staff  Local decision  No  Paternity Policy (birth and adoption) for Local decision  No  Paternity Policy (birth and adoption) for Local decision  No  Paternity Policy (birth and adoption) for Local decision  No  Paternity Policy (birth and adoption) for Local decision  No  Performance Management Policy and Procedure  Yes  No  Recruitment of Ex-Offenders Policy  Yes  No  Redundancy Policy  Local decision  No  Religious Education Policy – DBE issued  Yes  DGAT requirement  Removal of Delegations Policy  Yes  No  Right to Request Flexible Working Policy  Local decision  No  Safer Recruitment  Yes  No  Safer Recruitment  Yes  No  Staff Attendance Policy  Local decision  No  Staff Sickness Policy  Local decision  No  Staff Sinchess Policy  Local decision  No  Staff Smoking, Alcohol and Drugs Policy  Local decision  No		Local decision	DGAT Requirement
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Paternity Policy (birth and adoption) for Support Staff Paternity Policy (birth and adoption) for Teachers Pay Policy Performance Management Policy and Procedure Recruitment of Ex-Offenders Policy Redundancy Policy Local decision No Religious Education Policy – DBE issued Removal of Delegations Policy Right to Request Flexible Working Policy Local decision No Safer Recruitment Safer Recr	Maternity Leave Policy - Teaching staff	Local decision	No
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Teachers Pay Policy Pay Policy Performance Management Policy and Procedure Performance Management Policy Pes No Redundancy Policy Redundancy Policy Pes DGAT requirement Permoval of Delegations Policy Pes No Right to Request Flexible Working Policy Local decision No Risk Management Policy Local decision No Safer Recruitment Pes No Shared Parental Leave Policy Local decision No Staff Attendance Policy Local decision No Staff Sickness Policy Local decision No Staff Smoking, Alcohol and Drugs Policy Local decision No	Support Staff	Local decision	No
Performance Management Policy and Procedure  Recruitment of Ex-Offenders Policy  Redundancy Policy  Religious Education Policy – DBE issued  Removal of Delegations Policy  Right to Request Flexible Working Policy  Risk Management Policy  Local decision  No  Safer Recruitment  Yes  No  Shared Parental Leave Policy  Local decision  No  Staff Attendance Policy  Local decision  No  Staff Sickness Policy  Local decision  No  Staff Smoking, Alcohol and Drugs Policy  Local decision  No  Staff Smoking, Alcohol and Drugs Policy  Local decision  No	· · · · · · · · · · · · · · · · · · ·	Local decision	No
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Religious Education Policy – DBE issued  Yes  No  Right to Request Flexible Working Policy  Local decision  No  Safer Recruitment  Shared Parental Leave Policy  Local decision  Staff Sickness Policy  Local decision  No  Staff Smoking, Alcohol and Drugs Policy  Local decision  No  DGAT requirement  No  No  No  Local decision  No	Recruitment of Ex-Offenders Policy	Yes	No
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Right to Request Flexible Working Policy  Risk Management Policy  Local decision  No  Safer Recruitment  Yes  No  Shared Parental Leave Policy  Local decision  No  Staff Attendance Policy  Local decision  No  Staff Sickness Policy  Local decision  No  Staff Smoking, Alcohol and Drugs Policy  Local decision  No	Religious Education Policy – DBE issued	Yes	DGAT requirement
Risk Management Policy  Safer Recruitment  Yes  No  Shared Parental Leave Policy  Local decision  No  Staff Attendance Policy  Local decision  No  Staff Sickness Policy  Local decision  No  Staff Smoking, Alcohol and Drugs Policy  Local decision  No	Removal of Delegations Policy	Yes	No
Safer Recruitment  Yes  No  Shared Parental Leave Policy  Local decision  No  Staff Attendance Policy  Local decision  No  Staff Sickness Policy  Local decision  No  Staff Smoking, Alcohol and Drugs Policy  Local decision  No	Right to Request Flexible Working Policy	Local decision	No
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	Staff Sickness Policy	Local decision	No
Staff Wellbeing Policy Yes No	Staff Smoking, Alcohol and Drugs Policy	Local decision	No
	Staff Wellbeing Policy	Yes	No