



MAT governance: changing structure

For multi-academy trusts, ensuring a robust scheme of delegation and achieving value for money are key for long-term sustainability.

Lee Miller, deputy chief executive of the Thinking Schools Academy Trust, 'outlines the savings a trust can make after adapting governance structure.'

'We have 10 academies across two regions, 10 local governing bodies, and 30 local governing body committees.'

'We recognised that this was going to be **difficult to manage**, going forward.'



'It was important for us to consider how we were going to get **best value for money**, especially as the trust continued to grow.'



Drivers of change

Consider the *efficiency* of your system. Are there duplications or communication failures?

You may find that there are *conflicts* between individual schools and the overall trust.

Could the *cost* of senior leadership meetings be reduced?

June: set up governance working group internally



Sept/Oct: working group identified key challenges and chose the preferred option for new structure



Jan: implementation



July: independent review of current structure



Nov/Dec: consultation with current governors



Lewin's 3 stages of change management

- **Unfreeze:** focus on what's not working
- **Move:** identify and carry out changes
- **Refreeze:** focus on the improvements made

'We now have three **regional governing bodies**, appointed on a skills basis rather than as stakeholders.'

'We still continue to use stakeholders, in the form of an **Academy Advisory Board** – acting as the critical friends to headteachers in individual academies.'



'By streamlining some of the decisions made by these regional bodies, we know that further cost savings can be made.'



Impact of change

Clerking cost savings at estimated £15k per annum.

Hub-based back offices and staffing models for some roles will save an estimated £350k per annum.

Fewer meetings mean senior leaders save time!

Watch the full webinar on [MAT governance: changing structure to increase value for money](#) via the Optimus blog.

You can also find links to download the presentation slides and podcast.

Want more? Download the 'MATs report: how to grow successfully and sustainably'

[Download report](#)



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