



## **CHILDREN AND FAMILY COURT ADVISORY AND SUPPORT SERVICE**

### **SCHEME OF RESERVATIONS AND DELEGATIONS**

#### **Lead Director: Chief Executive**

Adopted by the Cafcass Board by Resolutions dated –

- 29 June 2007
- 27 June 2008
- 10 December 2009
- 5 February 2010
- 24 June 2011
- 13 September 2013
- 20 October 2017
- 22 December 2020
- 28 May 2021

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## **GENERAL PRINCIPLES**

### **Purpose of document**

- i. Standing Order (SO) 17 of Cafcass' Standing Orders provides that in accordance with paragraph 7 of Schedule 2 of the Criminal Justice and Court Services Act 2000, the Board may make arrangements for the exercise, on behalf of Cafcass, of any of its functions by the Chair or any other Member of the Service, appointed by virtue of SO 8. In each case, this is subject to such restrictions and conditions "as the Board thinks fit".
- ii. The purpose of this document is to set out the Cafcass Board's powers – general matters for which it is held accountable to the Secretary of State, while at the same time delegating to the appropriate level the detailed application of Cafcass policies and procedures. However, the Board remains accountable for all its functions, even those delegated to the Chair, Chief Executive, Corporate Management Team or officers. The Board will therefore expect to receive information about the exercise of delegated functions to enable it to maintain a monitoring role.

### **Role of the Chief Executive**

- iii. The Chief Executive shall exercise all powers of Cafcass that have not been retained as reserved to the Board or delegated to a statutory or non-statutory Committee or Sub-Committee of the Board on behalf of Cafcass. This Scheme of Delegation identifies which functions s/he shall perform personally and which functions are delegated to the Corporate Management Team and officers.
- iv. All of the Chief Executive's powers delegated to the Corporate Management Team and officers by the Board can be re-assumed by him/her should the need arise. As Accounting Officer, the Chief Executive is answerable in Parliament for Cafcass' expenditure.

### **Caution Over the Use of Delegated Powers**

- v. Powers are delegated to the Chief Executive, Corporate Management Team and Officers on the understanding that they shall not exercise delegated powers in a manner, which is likely to be a cause for public concern.

### **Chief Executive and Corporate Management Team's Ability to Delegate Their Own Delegated Powers**

- vi. The Scheme of Delegation shows only the "top level" of delegation within Cafcass. The Scheme is to be used in conjunction with the system of budgetary control and other established procedures within Cafcass.

## **Absence of Chief Executive, Corporate Management Team or Officers to Whom Powers Have Been Delegated**

- vii. In the absence of a member of the Corporate Management Team or Officer to whom powers have been delegated, that Corporate Management Team member or Officer's manager shall exercise those powers unless the Board has approved alternative arrangements. If the Chief Executive is absent, s/he may nominate a member of the Corporate Management Team to exercise powers delegated to him/her after taking appropriate advice, as necessary, from other Corporate Management Team members. Delegation of the Accounting Officer role must be in accordance with HM Treasury guidance.

### **1. RESERVATION OF POWERS TO THE BOARD**

- 1.1 The Cafcass Framework Document and the Board's Code of Conduct and Standing Orders require the Board to determine those matters on which decisions are reserved unto it. These reserved matters are set out in paragraphs 1.2 to 1.8 below.

#### **1.2 General Enabling Provision**

The Board may determine any matter it wishes in full session within its statutory powers.

#### **1.3 Regulation and Control**

- 1.3.1 Approval of Standing Orders (SOs), a schedule of matters reserved to the Board and Finance Policies for the regulation of its proceedings and business.
- 1.3.2 Approving a scheme of delegation of powers from the Chief Executive to the Corporate Management Team and Officers.
- 1.3.3 Requiring and receiving the declaration of interests made by members of the Board, which may conflict with those of Cafcass.
- 1.3.4 Requiring and receiving the declaration of interests from Corporate Management Team and Officers, which may conflict with those of Cafcass.
- 1.3.5 Disciplining the Chief Executive.
- 1.3.6 Approval of the disciplinary procedure for staff of Cafcass.
- 1.3.7 Approval of arrangements for dealing with complaints.
- 1..3.8 Receiving reports from Committees including the statutory committee, which Cafcass is required by its Membership, Committee and Procedure regulations to establish and to take appropriate action thereon.

- 1.3.9 Establishing terms of reference and reporting arrangements of all reporting Committees and other Sub-Committees if required.
- 1.3.10 Confirming the recommendations of the Board's Committees where the Committees do not have decision-making powers.
- 1.3.11 Ratification of any urgent decisions taken by the Chief Executive and Chair in consultation with at least two members of the Board, in accordance with SO 18 (Emergency Powers).

## **1.4 Appointments**

- 1.4.1 The appointment of the Chief Executive with the approval of the Minister
- 1.4.2 The appointment and disbandment of Committees, including the appointment of Committee Chairs.
- 1.4.3 The appointment of members to any Committee of the Board or the appointment of representatives on outside bodies.

**NOTE – The remaining paragraphs of Section 1 should be read in conjunction with contents of the Framework Document.**

## **1.5 Policy Determination**

- 1.5.1 The approval of strategic policy. NB. If any question arises as to whether a policy is operational or strategic, Standing Order 12.20 provides that the matter shall be referred to the Chair of the Board for decision.

## **1.6 Strategy and Delivery Plans and Budgets**

- 1.6.1 Establishment of the strategic aims and objectives of Cafcass within the Cafcass Delivery Plan.
- 1.6.2 Approval annually of budgets in respect of the application of available financial resources, capital and revenue.
- 1.6.3 Approval of the Cafcass Risk Register and Risk Appetite

## **1.7 Financial and Performance Reporting Arrangements**

- 1.7.1 Continuous appraisal of the affairs of Cafcass by means of the receipt of reports as it sees fit from members of the Board, Chief Executive and Corporate Management Team, Committees, Sub-Committees and Officers of Cafcass.

- 1.7.2 Consideration and approval of Cafcass' Annual Report including approval of the annual accounts.

## **1.8 Audit Arrangements**

- 1.8.1 To approve audit arrangements and to receive reports of the Audit and Risk Assurance Committee's meetings and take appropriate action.
- 1.8.2 To note the receipt of the annual management letter from the external auditor and agreement of action on the recommendations, where appropriate, of the Audit and Risk Assurance Committee.
- 1.8.3 To note the receipt of the annual report from the internal auditor and the agreement of action on the recommendations, where appropriate, of the Audit and Risk Assurance Committee.

## **2. DELEGATION OF POWERS TO COMMITTEES AND SUB-COMMITTEES**

- 2.1 The Board may determine that Committees and Sub-Committees shall exercise certain of its powers. The composition and terms of reference of such Committees and Sub-Committees shall be as determined by the Board from time to time taking into account where necessary statutory requirements and the requirements of the Secretary of State (including the need to appoint an Audit and Risk Assurance Committee). The Board shall determine the reporting requirements in respect of these Committees and Sub-Committees.

In accordance with SO 20.3 Committees may not delegate executive powers to Sub-Committees unless expressly authorised by the Board.

- 2.2 The Board shall delegate certain of its powers to the Audit and Risk Assurance Committee as set out in Annex 1 to this document.
- 2.3 The terms of reference and membership of all other, non statutory committees and sub committees as resolved by the Board in accordance with Standing Orders shall be recorded in a Schedule of Non Statutory Committees (see Annex 5).

## **3. SCHEME OF DELEGATION TO OFFICERS**

- 3.1 The Framework document sets out the role of the Chief Executive as Accounting Officer.
- 3.2 The scheme of delegation to Officers at Annex 2 to this document covers matters delegated by the Board to the Corporate Management Team and others and certain other specific matters referred to in SOs.
- 3.3 The scheme of delegation to Officers attached as Annex 3 to this document covers matters delegated by the Board to the Corporate Management Team and others and certain other specific matters referred to in the Finance Policies.

- 3.4 The scheme of delegation to Officers attached as Annex 4 to this document covers the remaining matters delegated by the Board to the Corporate Management Team and others.
- 3.5 Each member of the Corporate Management Team is responsible for the delegation within his/her areas of responsibility. S/he should produce a scheme of delegation for matters within his/her area of responsibility. In particular, each member of the Corporate Management Team's scheme of delegation should include how his/her budget and procedures for approval of expenditure are delegated.

## Annex 1

### **AUDIT AND RISK ASSURANCE COMMITTEE - TERMS OF REFERENCE**

#### **1. Constitution**

- 1.1. The Board hereby resolves to establish a Committee of the Board to support them in their responsibilities for issues of risk, control and governance and associated assurance to be known as the Audit and Risk Assurance Committee.
- 1.2. The Audit and Risk Assurance Committee will carry out the regulatory functions of an Audit Committee for Cafcass.

#### **2. Membership**

- 2.1. The Chair and members of the Audit and Risk Assurance Committee shall be Board members and shall be appointed by the Board. The Committee shall consist of five members and the Chair shall not be the Chair of the Board. The Committee may co-opt up to two external members with relevant expertise.

#### **3. Meetings**

- 3.1. The Audit and Risk Assurance Committee shall meet at least four times a year. The Chair of the Committee may convene additional meetings if they are deemed necessary. A minimum of three members of the Committee will be present for the meeting to be deemed quorate.
- 3.2. The Chief Executive, in the role as Accounting Officer, the Director of Resources, and a representative from the Cafcass Sponsorship Unit, the Head of Internal Audit, and the National Audit Office will normally attend meetings of the Committee.
- 3.3. The Committee may ask other staff to attend to assist with its discussions on a particular matter.
- 3.4. The Committee may ask all of those who normally attend but who are not members to withdraw to facilitate frank and open discussion on any particular matters.
- 3.5. The Accounting Officer (or Board) may ask the Committee to convene further meetings to discuss particular issues on which they want the Committee's advice.
- 3.6. Board members who are not members of the Committee will have the right of attendance. The Board and Committee Administrator will circulate minutes of the meetings of the Committee to all members of the Board.

#### **4. Access**

- 4.1. The Head of Internal Audit and the representative(s) of the external audit office will have free and confidential access to the Chair of the Audit and Risk Assurance Committee as required.

#### **5. Reporting**

- 5.1. The Chair of the Audit and Risk Assurance Committee will formally report back to the Board after each meeting.

#### **6. Responsibilities**

- 6.1. The Audit and Risk Assurance Committee is an advisory body with no executive powers. It will advise the Board on:
  - Arrangements and processes for the management of risk, organisational systems, internal controls and governance, that it considers appropriate in helping the Board



discharge its duties.

- Accounting policies, the accounts, and the annual report for the organisation, including the process for review of the accounts prior to submission for audit, levels of error identified, and the management's letter of representation to the external auditors.
- Planned activity and results of both internal and external audit and the arrangements for their implementation.
- Adequacy of management response to issues identified by audit activity, including external audit's management letter.
- Assurances relating to the corporate governance requirements for the organisation, ensuring Cafcass complies with all relevant legislation, regulations and good practice.
- Proposals for tendering for internal audit services or for purchase of non-audit services from contractors who provide audit services.
- Establishment of an effective framework for accountability for the organisation and compliance with that framework.
- Arrangements for securing value for money throughout Cafcass.

6.2. The Committee is authorised to obtain professional advice if it considers this necessary.

## **7. Information requirements**

7.1. The Audit and Risk Assurance Committee will be provided with, but not limited to, the following progress reports:

### **Chief Executive/Cafcass Director of Resources/Corporate Strategist:**

- Draft annual report and accounts pre-external audit and summary explanation
- Progress on the annual Governance Statement and summary and stewardship reports from risk owners
- Management responses to internal and external audit recommendations
- Details of unresolved audit recommendations
- Quarterly update of the risk register to capture emerging risks or any changes to the key risks
- Updates on the status of Ofsted Inspections
- A report on any proposals to tender for audit functions
- Quality Assurance reports on the internal audit function
- A report on any changes to accounting policies
- A report on any changes in regulatory environment that may affect ALBs

### **National Audit Office:**

- Annual Strategy
- Interim management report
- Progress report from external audit representatives summarising work done and the

emerging findings

- Final management report
- Certificate and report from the Comptroller and Audit General

**Internal Audit Provider:**

- Proposals for the terms of reference for internal audit
- The internal audit strategy and periodic plan
- The Annual Report and opinion of the Head of Internal Audit
- Work performed (and a comparison with work planned)
- Key issues emerging from internal audit work
- Changes to the annual audit plan
- Any resource issues affecting the delivery of the internal audit objectives
- Progress report with copies of relevant internal audit reports

**ANNEX 2**  
**CHILDREN AND FAMILY COURT ADVISORY AND SUPPORT SERVICE**  
**SCHEME OF DELEGATION PURSUANT TO STANDING ORDERS**

<b>SO REF</b>	<b>DELEGATED TO</b>	<b>DUTIES DELEGATED</b>
5.1	Chair	Final authority in interpretation of SOs.
12.3	Chair	Calling Board meetings.
12.4	Chair	Notice specifying business to be transacted at Board meetings.
12.10/12.11	Chair	Chair all Board meetings and associated responsibilities.
18.1	Chief Executive/ Chair	Exercise of Board powers in an emergency.
12.20	Chair	Final decision as to whether a policy is a strategic policy or an operational policy
22.1	Corporate Manager (Secretariat Services)	Maintenance of Register of interests of Board members.
23	Corporate Manager (Secretariat Services)	Receipt of written notice of Board members' pecuniary interests in contracts.
24	Corporate Manager (Secretariat Services)	Ensure the Board register of interests and register of gifts and hospitality are maintained

SO REF	DELEGATED TO	DUTIES DELEGATED
24.3	Corporate Manager (Secretariat Services)	Receipt of written notice of Board members' employment, business or other relationship that conflict with the Service's interests.
24	Director of Resources	Receipt of written notice of Officers'/Board members' relationships with candidates for appointment with the Service.
24	Corporate Manager (Secretariat Services)	Maintenance of register of interests for declarations of interests of Board members in contracts, employments, business or other relationship, gifts and hospitality.
25	All officers exercising budgetary responsibility	To ensure that contracts up to the value of £10,000 (including VAT) relating to Cafcass' administrative functions are placed on a competitive basis and are in accordance with the policies of the Procurement Manual. .
25	The proportionate level of operational manager, or the lead officer for a specific function in consultation with the relevant member of the Corporate Management Team and on advice from Director of Resources	To authorise single tender actions or negotiations up to £10,000 (including call-off contracts through the Crown Commercial Service). The sponsoring Department 's prior approval must otherwise be obtained for all other single tender contracts beyond £10,000.
25	Chief Executive	To authorise tenders up to £10,000 (including VAT) being sought from fewer than three firms

<b>SO REF</b>	<b>DELEGATED TO</b>	<b>DUTIES DELEGATED</b>
25	Director of Resources	To devise procedures for receipt and custody of tenders before opening in accordance with the Procurement Manual
25	Director of Resources	To open tenders of a value of £100,000 or more.
25	Chief Executive	To adjudicate in respect of doubt as to whether a tender should be considered.
25	Chief Executive	To authorise acceptance of a tender where fewer than three valid tenders are received.
25	Chief Executive	To authorise acceptance of a tender which is the best value for money to Cafcass but which is not the lowest price.
25	Chief Executive	To ensure best value for money is demonstrated for all services provided under contract or in-house.
25	Head of Procurement	To oversee the award and operation of supplier contracts and framework agreements'.

<b>SO REF</b>	<b>DELEGATED TO</b>	<b>DUTIES DELEGATED</b>
27	Chief Executive	Approve and sign all documents which will be necessary in legal proceedings unless represented.
27	Chief Executive or nominated officer	Sign on behalf of Cafcass any agreement or document not required to be executed as a deed.
29	Chief Executive	Ensure that existing staff working for Cafcass are notified of and understand their responsibilities within SOs and the Finance Policies and Guidance.

### ANNEX 3

#### CHILDREN AND FAMILY COURT ADVISORY AND SUPPORT SERVICE

#### SCHEME OF DELEGATION PURSUANT TO THE FRAMEWORK DOCUMENT (FD) AND FINANCE POLICIES AND GUIDANCE<sup>1</sup> (FP&G)

<b>FM / FD Ref</b>	<b>DELEGATED TO</b>	<b>DUTIES DELEGATED</b>
<b>FD and FP&amp;G</b>	Chief Executive	Ensure all existing staff working for Cafcass are notified of and understand their responsibilities within the current Finance Policies and Guidance and Framework Document.
<b>FP&amp;G</b>	Director of Resources	Implement Cafcass' financial policies and oversee corrective action and ensure detailed financial procedures and systems are prepared and documented.
<b>FP&amp;G</b>	All staff working for the service	Responsible for the security of Cafcass' property, avoiding loss, exercising economy and efficiency in using resources and where appropriate conforming to SOs, Finance policies and procedures and IT security Policy.
<b>FP&amp;G</b>	Director of Resources	Responsible for developing policy to cover the form and adequacy of financial records of all Sections, and for ensuring the presence of adequate systems to monitor those records.
<b>FP&amp;G</b>	Audit and Risk Assurance Committee	Provision of an independent and objective view on internal control and probity.

<sup>1</sup> Finance Policies and Guidance within Connect (Cafcass Intranet)

<b>FP&amp;G</b>	Director of Resources	Oversee the investigation of any suspected cases of fraud or other irregularity.
<b>FP&amp;G</b>	Audit and Risk Assurance Committee	Ensure cost-effective internal audit.
FD	Non statutory committees	Such duties as are set out in relation to each committee in the Schedule of Committees
<b>FP&amp;G</b>	Director of Resources	Prepare and submit budgets for approval by the Board.
<b>FP&amp;G</b>	Director of Resources	Monitor performance against budget; submit to the Board financial estimates and forecasts.
<b>FP&amp;G</b>	Director of Resources	Devise and maintain system of budgetary control.
<b>FP&amp;G</b> and FD	Director of Resources	Submission of monitoring returns to the Sponsoring Department in accordance with the Cafcass Framework Document.
<b>FP&amp;G</b>	Director of Resources	Annual accounts.
<b>FP&amp;G</b>	Director of Resources	Regular review of fees/charges.
<b>FP&amp;G</b>	Director of Resources	Debt recovery.



FD	Director of Resources	Issue of contracts of employment and dealing with variations thereto and terminations.
	Director of Resources	Processing of payroll, payment of all salaries, wages and other employments to employees/former employees.
<b>FP&amp;G</b>	Director of Resources	Prompt payment of all properly authorised accounts.
<b>FP&amp;G</b>	Director of Resources	Authorise prepayments.
<b>FP&amp;G</b>	Director of Resources	Maintenance of asset register.
<b>FP&amp;G</b>	Chief Executive	Overall responsibility for fixed assets.
<b>FP&amp;G</b>	Director of Resources	Overall responsibility for security of cash, cheques and other negotiable instruments.
<b>FP&amp;G</b>	Budget holders	Responsibility for control over stores and receipt of goods.
<b>FP&amp;G</b>	Director of Resources	Prepare detailed procedures for the disposal of assets, and ensure that these are notified to Budget Holders.
<b>FP&amp;G</b>	Director of Resources	Prepare procedures for recording and accounting for losses and informing the Ministry of Justice of all frauds and informing Police in cases of suspected arson or theft, in line with Cafcass Fraud Policy.

<b>FP&amp;G</b>	Director of Resources	Preparation of a fraud response plan.
<b>FP&amp;G</b>	Director of Resources	Responsible for accuracy of computerised financial data.
<b>FP&amp;G</b>	Director of Resources	Responsible for security of computerised financial data
<b>FP&amp;G</b>	Chief Information Officer	Responsible for: - <ul style="list-style-type: none"> <li>▪ Ensuring sound practices exist to prevent contamination of data from computer viruses, and</li> <li>▪ Ensuring all software used by Cafcass is properly licensed for the intended purpose.</li> </ul>
<b>FP&amp;G</b>	Director of Resources	Responsible for adequate arrangements to archive all appropriate documents

## ANNEX 4

### CHILDREN AND FAMILY COURT ADVISORY AND SUPPORT SERVICE

#### **GENERAL SCHEME OF DELEGATION**

Delegated matters in respect of decisions, which may have a far-reaching effect, must be reported to the Chief Executive. The delegation shown below is the lowest level to which authority is delegated by virtue of this General Scheme of Delegation. Each member of the Corporate Management Team /Senior Officer is responsible for the delegation within his/her section/work area.

<b>REFERENCE DOCUMENTS</b>	<b>DELEGATED MATTER</b>	<b>AUTHORITY DELEGATED TO</b>
"The Role and Functions of CMT "	Decisions on operational matters	Corporate Management Team ("CMT")
<b>FP&amp;G</b>	<b>Management of Budgets</b>  Responsibility for keeping expenditure within budgets.	Budget holders
	<b>Maintenance/Operation of Bank Accounts</b>	Director of Resources

REFERENCE DOCUMENTS	DELEGATED MATTER	AUTHORITY DELEGATED TO
Procurement Manual	<p><b>Quotation, Tendering and Contract Procedures</b></p> <p>(a) Operation of quotation, tendering and contract procedures</p> <p>(b) Exercise of discretion in relation to tenders subject to SOs and Finance Policies and Guidance</p> <p>(c) Opening formal competitive tenders of £10,000 and over</p>	<p>(a) Budget holders and staff authorised by them to place orders in accordance with delegated limits.</p> <p>(b) Assistant Directors, or the lead officer for a specific function in consultation with the relevant member of the Corporate Management Team, in consultation with the Director of Resources and Head of Procurement</p> <p>(c), Director of Resources and Head of Procurement</p>
FP&G	<b>Setting of Charges</b>	Director of Resources
	<p><b>Engagement of Staff</b></p> <p>General</p> <p>(b) Engagement of Cafcass' solicitors</p>	<p>Budget holders in association with Director of Resources</p> <p>Chief Executive</p>

REFERENCE DOCUMENTS	DELEGATED MATTER	AUTHORITY DELEGATED TO
FP&G	<p><b>Disposals</b></p> <p>Items obsolete, surplus, scrap, redundant and stores</p>	Director of Resources
FP&G	<p><b>Losses</b></p> <p>Losses and write offs in accordance with annually agreed Financial Transaction Limits set out in delegated spending notice from MOJ</p>	Chief Executive
Cafcass Fraud Policy	<p><b>Reporting of Incident to the Police</b></p> <p>(a) Where a criminal offence of fraud is suspected</p> <p>(b) Where a fraud is involved</p>	Chief Executive/Director of Resources
	<p><b>Reporting to the police where the matter relates to issues other than fraud</b></p>	Chief Executive or, in relation to matters concerning the Chief Executive, the person in Cafcass to whom the matter has been or could be reported under the Whistle Blowing policy.

	<p><b>Petty Cash purchases/Reimbursements</b></p> <p>(a) Expenditure up to £50 per item</p> <p>(b) Expenditure in excess of £30</p>	<p>Budget Holders and staff authorised by them in accordance with delegated limits.</p> <p>Budget holders and staff authorised by them in accordance with delegated limits and with the approval of the Director of Resources or his/her nominated officer(s).</p>
<b>FP&amp;G</b>	<p><b>Keeping staff Gifts and Hospitality Register</b></p> <p>Applies to both individual and collective hospitality.</p>	<p>All staff: declaration required in Cafcass' Gifts and Hospitality Register, held by Head of Legal Services</p>
<b>FP&amp;G</b>	<p><b>Implementation of Internal and External Audit Recommendations.</b></p>	<p>Chief Executive</p>
<b>FP&amp;G</b>	<p><b>Maintenance and Update of Cafcass' financial procedures</b></p>	<p>Director of Resources</p>

REFERENCE DOCUMENTS	DELEGATED MATTER	AUTHORITY DELEGATED TO
	<p>Personnel Management, including: -</p> <p>(a) all aspects of the recruitment, dismissal and reinstatement of staff, subject to the Remuneration and Terms of Service Committee where appropriate;</p> <p>(b) decisions on starting pay, confirmation of appointment after probation and termination of service during probation;</p> <p>(c) all arrangements for secondments between Cafcass and other organisations;</p> <p>(d) approval of hours of attendance, within contracted or conditional hours, and all overtime;</p> <p>(e) agreement to convert from full-time to part-time working and vice-versa;</p> <p>(f) authorisation of all leave</p> <p>(g) authorisation of over time payments and all other special allowances;</p>	<p><u>Decisions (a) to (r)</u></p> <p>All decisions to be taken in consultation with the Director of Resources and in accordance with Cafcass' human resources policies and other relevant policies.</p> <p>Decisions to dismiss are delegated to Chief Executive and the relevant member of the Corporate Management Team.</p> <p>Decisions to suspend are delegated to the Chief Executive and the relevant member of the Corporate Management Team, other senior managers and the relevant Head of Service.</p> <p>Other decisions are delegated to: Budget holders and such member(s) of staff authorised by them.</p>

REFERENCE DOCUMENTS	DELEGATED MATTER	AUTHORITY DELEGATED TO
	<p>(h) all aspects of disclosure and appraisal, including action on disagreed reports, for all staff;</p> <p>(i) career development and succession planning for all staff;</p> <p>(j) the implementation of all aspects of equal opportunities policies;</p> <p>(k) approval of substitution, temporary promotion and permanent promotion;</p> <p>(l) all disciplinary proceedings (subject to Cafcass' policies);</p> <p>(m) acceptance of resignations;</p> <p>(n) action resulting from death in service;</p> <p>(o) provision of references and testimonials;</p> <p>(p) provision of appropriate health, safety and welfare services for all staff;</p> <p>(q) maintenance of formal manpower and personnel records for staff;</p>	



REFERENCE DOCUMENTS	DELEGATED MATTER	AUTHORITY DELEGATED TO
	<p>(r) n any aspect of remuneration, in accordance with the Service's human resources policy and within the limit of approved budgets.</p> <p>(s) the determination of the terms and conditions of arrangements with Cafcass Associates ( formerly Self Employed Contractors) made under Section 13(4) of the Criminal Justice and Court Services Act 2000.</p> <p>(t) Approval of compromise agreements</p> <p>(u) Approval of new posts on an interim basis only, pending agreement with Unions for permanent posts</p>	<p><u>Decision (s):</u> This determination is delegated to the Chief Executive, in consultation with CMT.</p> <p><u>Decision (t)</u> This decision is to be taken by the Chief Executive in consultation with the Director of Resources and, where necessary, the Ministry of Justice</p> <p><u>Decision (u)</u> This decision is to be taken by the Director of Resources in consultation with the relevant member of CMT.</p>

REFERENCE DOCUMENTS	DELEGATED MATTER	AUTHORITY DELEGATED TO
	(v) Approval of new posts on an interim basis only, pending agreement with Unions for permanent posts	
	<b>Redundancy</b>	Generally, Assistant Directors, in consultation with the Director of Resources.

REFERENCE DOCUMENTS	DELEGATED MATTER	AUTHORITY DELEGATED TO
Cafcass Complaints policy and procedure	<p><b>Complaints</b></p> <p>(a) Overall responsibility for ensuring that all complaints are dealt with effectively;</p> <p>(b) Responsibility for ensuring complaints relating to a particular section are investigated thoroughly</p>	Operational Service Directors in accordance with published complaints procedure
	<p>Media</p> <p><b>Relationship with the Press</b></p> <p>Within hours</p> <p>Out of hours</p>	<p>Chair (where relating to Board members)/ Head of Communications)/Chief Executive</p> <p>Chair (where relating to Board members)/ / Head of Communications/ Chief Executive</p>
	Review of Fire Precautions	Director of Resources
	Review of all Health and Safety Compliance	Director of Resources
	Review of Cafcass' compliance with the Data Protection Act (1998) and Computer Misuse Act (1990)	Head of Legal Services

REFERENCE DOCUMENTS	DELEGATED MATTER	AUTHORITY DELEGATED TO
SO 22.1	The keeping of a Declaration of Interest register	Corporate Manager (Secretariat Services)
SO 24.7	The keeping of a Gifts and Hospitality register.	Head of Legal Services
	Development of Cafcass' Delivery Plan and performance monitoring.	Chief Executive / CMT

REFERENCE DOCUMENTS	DELEGATED MATTER	AUTHORITY DELEGATED TO
	Lead Responsibility for facilities management services including:-  Cleaning Car leasing Car parking Security Postal services, and Reception services	Head of Estates
	Production of the Annual Report and Accounts	Chief Executive/ Head of Communications
Procurement Manual	Lead responsibility for procurement arrangements	Director of Resources
	Lead responsibility for development of other operational matters not otherwise outlined in Annex 4	The officer designated as the Lead Officer for that matter by CMT

<b>REFERENCE DOCUMENTS</b>	<b>DELEGATED MATTER</b>	<b>AUTHORITY DELEGATED TO</b>
Safeguarding Framework	<p>Final agreement of internal reviews required for Serious Case Reviews and subsequent Action Plans</p> <p>Management of child protection allegations involving staff</p>	<p>Operational Service Directors</p> <p>Operational Services Directors</p>

## **SCHEDULE OF COMMITTEES OF THE BOARD OF CAFCASS**

### **AUDIT AND RISK ASSURANCE COMMITTEE MEMBERSHIP**

1. Helen Jones (Chair)
2. Catherine Doran
3. Rohan Sivanandan
4. Mandy Jones
5. Susan Smith (Co-opted Committee Member)

### **PERFORMANCE AND QUALITY COMMITTEE MEMBERSHIP**

1. Paul Grant (Chair)
2. Mandy Jones
3. Joanna Nicolas
4. Eileen Munro
5. Sophie Humphreys

### **PEOPLE COMMITTEE MEMBERSHIP**

1. Catherine Doran (Chair)
2. Paul Grant
3. Rohan Sivanandan
4. Joanna Nicolas
5. Mandy Jones