

St Joseph's Catholic Primary School Academy Conversion Consultation



Our Proposal



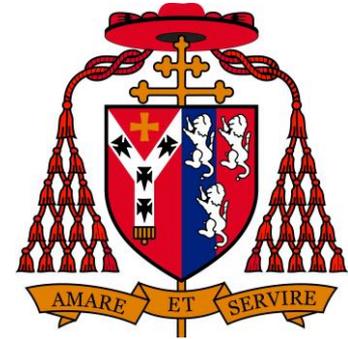
St Joseph's Catholic Primary School (Cadogan Street)

and Cardinal Vaughan Memorial School

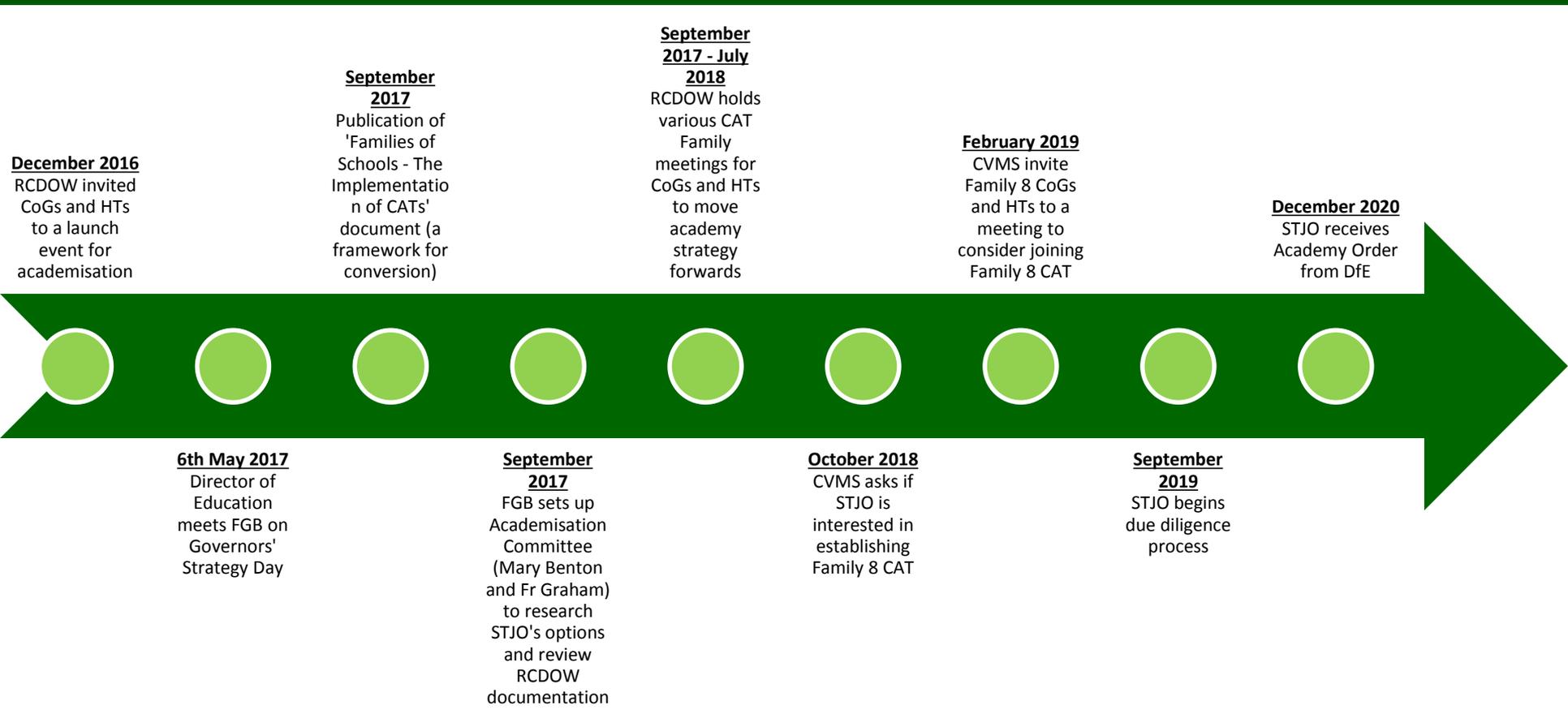


are proposing to create a

Catholic Academy Trust.



Why Now? 1



December 2016
 RCDOH invited CoGs and HTs to a launch event for academisation

September 2017
 Publication of 'Families of Schools - The Implementation of CATs' document (a framework for conversion)

September 2017 - July 2018
 RCDOH holds various CAT Family meetings for CoGs and HTs to move academy strategy forwards

February 2019
 CVMS invite Family 8 CoGs and HTs to a meeting to consider joining Family 8 CAT

December 2020
 STJO receives Academy Order from DfE

6th May 2017
 Director of Education meets FGB on Governors' Strategy Day

September 2017
 FGB sets up Academisation Committee (Mary Benton and Fr Graham) to research STJO's options and review RCDOH documentation

October 2018
 CVMS asks if STJO is interested in establishing Family 8 CAT

September 2019
 STJO begins due diligence process

Why Now? 2



- A desire for schools in local proximity to work more closely together to ensure the very best for pupils, their families and our Catholic communities
- An opportunity to work with the Diocese to shape an academy model that is right for our schools
- A desire to be innovators and play a part in the shaping / setting of the local agenda
- This is the Cardinal's wish and vision for schools in the Diocese

Why Now? 3



- There has been and will remain severe pressures on school budgets
- Reductions in capacity of Local Authorities to provide adequate resources to support schools
- It will protect, secure and develop Catholic Education across the Deanery
- Academies as part of collaborative Catholic Academy Trusts (CATs) remain a central plank of current education policy
- Covid-19 has only served to emphasise the need for greater resilience and collaboration to mitigate the challenges faced by Catholic education



The benefits for children 1

- Improved educational opportunities and outcome by sharing best practice across the CAT, leading to improved practice (teaching, curriculum, pastoral) in each school
- Assistance with financial management and reducing financial risk to schools within the CAT by seeking efficiencies at a time of growing financial pressures
- Benefitting from the advantages that CATs enjoy in capital development, e.g. not paying the VAT on capital developments (we currently pay VAT @ 20%)
- Through the above we help to keep schools afloat and solvent; ploughing savings back into the classroom



The benefits for children 2

- Improved professional development opportunities and career pathways for staff
- Improved retention and development of the best Catholic teachers and leaders
- Consistent clear, robust and effective Governance at CAT and Local Governing Body levels relieved of 'compliance' and focussing more on spiritual development, teaching, curriculum, pastoral care and standards
- Thereby protect, secure and develop Catholic schools across the Deanery and Diocese

Message from Paul Stubbings, Headmaster at CVMS



I am delighted to communicate with you regarding the prospect of creating a Catholic Academy Trust (CAT) with St Joseph's. I have been working with Mrs Wyatt and the governors at St Joseph's closely for some time now and I know what a wonderful school St Joseph's is.

I am very excited about our potential future partnership. Through our shared Catholic faith and values, I firmly believe that the offer we can provide for our children could be truly outstanding if we work together.

Message from Paul Stubbings, Headmaster at CVMS



I understand that many of the stakeholders at St Joseph's have questioned whether the primary school would be given 'feeder school' status if we were to academise.

I would like to clarify that Cardinal Vaughan Memorial School and St Joseph's require a formal relationship to exist between each other before any feeder status is created.

With that being said, it is my intention to work with the directors at Cardinal Vaughan Memorial School to ensure that 10% of places are 'feeder' places for any primary school in the CAT.



Conversion will not change the following:

- The individual ethos of each school
- The staff team - executive headteacher, senior leaders, teachers, teaching assistants, school support staff
- The school uniform
- The core curriculum entitlements
- The existence of a Governing Body serving each school
- The school's inclusion in a co-ordinated admissions process
- The school's continued commitment not to select students on the basis of their aptitude or ability
- The current admission policy - local governors will retain the ability to set this
- The timings of the current school day
- The terms and conditions of employment for staff

What will change 1

- The legal status and governance arrangements for the schools
- The current Governing Body will become a **Local Governing Body** who are accountable to the CAT Board of Directors
- The Diocese has appointed a Board of Foundation Directors from Foundation Governors across the schools to serve on the Trust Board
- The Trust Board will have strategic oversight for the finance, standards and the physical environment (Capital) of each individual academy within the CAT
- A CEO will be appointed. The CEO is accountable to the Trust Board and will lead the strategic development of the CAT as a group. Headteachers and governors are liberated to focus on the day to day running of their own schools
- Funding will come direct to the school from Central Government, rather than via the Local Authority.

What will change 2

- The CAT is supremely responsible for Catholic character, standards and finance, a Local Governing Body would need to work with the CAT on major decisions such as:
 - Requests to vary or deviate from the agreed annual budget
 - Undertaking or bidding for major capital projects
 - Seeking support for intervention over any major concerns over standards and finance
- Headteachers and Chairs of Governors do not see this as an undesirable loss of autonomy, but actually a welcome layer of extra support and assistance; a key benefit of being in the CAT.

Governance Structure

Members

Archbishop, Auxiliary Bishop, Vicar General or A Diocesan Trustee, RCDOE Director of Education, RCDOE Financial Director

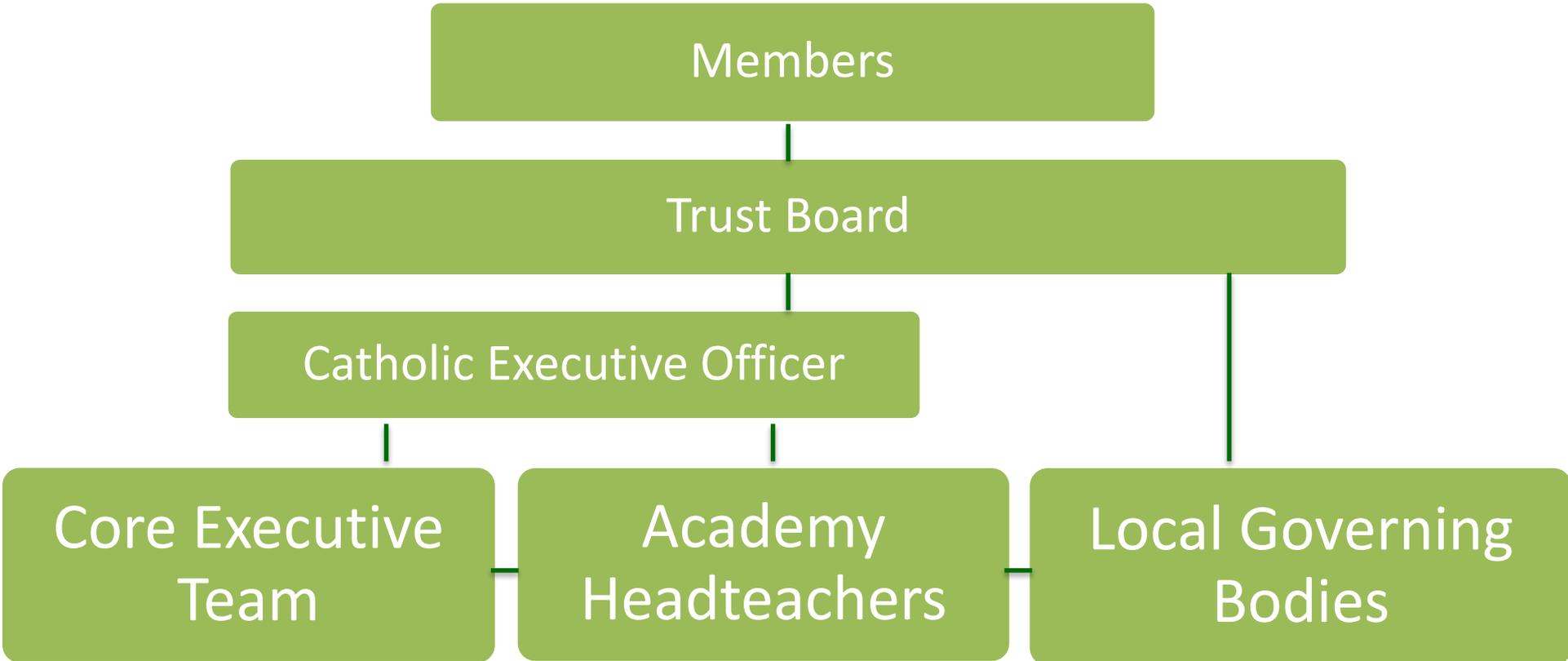
Trust Board

Catholic Foundation Directors appointed on a skills basis and a Catholic Executive Officer accountable to the Board

Local Governing Body

Formed from existing Governing Bodies, responsible for day to day running of schools with headteachers

Organisational Structure





Next steps

- The Governing Body of St Joseph's is consulting with all key stakeholders about the proposed academy conversion including parents, staff, pupils, the Local Authority and other schools over a 4 week period from 5th March-1st April
- Stakeholder feedback will be reported to the Governing Body in April
- Governors will review consultation results and make final decision on whether or not to proceed
- If Governors approve conversion next steps are:
 - Putting in place a Supplementary Funding Agreement (SFA) for each school
 - Transferring the employment of the staff from the local authority to the CAT following a statutory process (TUPE)
 - Agreeing a Commercial Transfer Agreement for the transfer of assets and contracts from the local authority to the CAT
 - Arranging a 125 year lease for the land and buildings with the Diocese and/or local authority
- Proposed conversion date is 1st September 2021



Thank you for your time

We very much welcome comments from all stakeholders.

All stakeholders are invited to fill in our consultation form.

We will email the link to the online consultation form this afternoon.
Paper copies of the form are available at the School Office.

If you would prefer to email us with your comments, please send them to consultation@stjosephs.rbkc.sch.uk.

Please ensure all comments are received by Thursday 1st April.



Personal message from the Cardinal Nichols

“I cannot overemphasise how important a development I consider this [creating your CAT] to be: not only will it create a new and exciting structure for the education and Catholic formation of young people in your geographical area, but also, founded as it is on the principles of solidarity and subsidiarity, it will provide resilience for our sector at a time when it needs it badly.

I want to thank you all for having the courage of your convictions and jointly taking this first and critical step. In so doing, you have, at a stroke, placed yourselves among those leading the way in the diocesan plan to save and strengthen Catholic education. The times are not easy and we face acute pressures from every direction; this means that we have been confronted with profoundly challenging questions. Thank you for answering them with such decisiveness: you have turned difficult circumstances into exciting times and are creating a framework for the future.”

***Extract from Cardinal Nichols letter to our Headteachers and Governors
January 2021***