

**Our Lady of Grace Catholic Academy Trust**  
**MAT Myth Buster**

Currently the schools within Our Lady of Grace operate in the following way:

<b>FAQ</b>	<b>Our Lady of Grace</b>
Changes to terms and conditions? No	Uses the School Teachers Pay & Conditions Document (STP&CD) Applies the Newham pay policy Pays the London Living Wages Recognises all teaching and support staff unions
Re-application for jobs on conversion? No	Ensured all staff are TUPE'd in consultation with the unions. (From individual school employees to employees of the Trust) Transfer of Undertakings (Protection of Employment) Regulations 2006 is a key aspect of employment law that usually applies during business mergers and acquisitions, or whenever a business changes hands.
Changes to uniform? No	Ensures children continue to wear their own uniform, agreed by the local governing body There is no MAT uniform
Top slice? No	Allocates all central costs are a on a per pupil cost arrangement Agrees SLA style contracts to ensure schools understand their entitlement and the services they access
Central budget? No	Has bank accounts for each school and LGBs agree the budget for each school The Trustees approve the consolidated MAT budget
Changes to admissions? No	Uses the Newham Catholic Primary Schools admission criteria with each LGB remaining as the admitting authority  Schools within a MAT can have their own admissions criteria
Trust behaviour policy? No	Has individual behaviour policies within each school. The headteacher for each school makes the decision to exclude  The Trust exclusion policy (required to be on the MAT website) explains the process of exclusion in law
CEO? No Executive Headteacher? No	Has a chief accounting officer (CAO) as directed by the Diocese. The CAO is required to sign the Trusts annually audited accounts and is responsible for ensuring financial procedures are followed
Dictated curriculum? No	Allows schools to develop their own curriculum, ensuring the relevant time is allocated to RE Schools have their own curriculum policies

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Changes to the time of the school day? No	Ensures school teach at least the minimum DfE hours, otherwise schools LGBs decide on school hours
Advantage to individual schools? No	Makes decisions to benefit all school and for the advance of Catholic education and the common good
Selection by ability? No	Ensures the admission criteria continues to be fairly applied and admits children with a range of abilities, evidenced in the schools' inclusion policies
Financial mismanagement? No	Is subject to an annual statutory audit, by independent auditors, along with annual internal audits Auditors confirm that the schools comply with the Academies Financial Handbook and have an extensive range of policies that are adhered to Accounts are published annually <a href="http://www.ourladyofgraceacademy.org.uk/legal-information/">http://www.ourladyofgraceacademy.org.uk/legal-information/</a>
Loss of land? No	Follows the Diocesan policy. Land and buildings remain in the Trusteeship of the Diocese and are not recognised as assets on the Trust balance sheet. Land and buildings were not owned the London Borough

Current OLOG policies

- a) Accounting Policies
- b) Admissions (primary – deanery)
- c) Anti-Fraud Policy
- d) Appraisal (CES)
- e) Business Continuity Plan
- f) Capability (CES)
- g) Conflict of Interest
- h) Complaints
- i) Data Protection
- j) Discipline (CES)
- k) Equalities
- l) Exclusions
- m) Financial Procedures Policy
- n) Freedom of Information
- o) Gift & Hospitality Policy
- p) Grievance (CES)
- q) Investment Policy
- r) Not for Profit Policy
- s) Pay policy
- t) Reserves Policy
- u) Risk Management Plan
- v) Risk Management Policy
- w) Sickness & Absence (CES)
- x) Strategic Risk Register
- y) Whistle Blowing Policy