

A Vision for Catholic Schools in Newham

A Multi Academy Trust (MAT)
Staff Meeting

Tuesday 25th February

Angela Moore and Gael Hicks



*Diocese of
Brentwood*

Prayer

The Serenity Prayer

God grant me the serenity
to accept the things I cannot change;
courage to change the things I can;
and wisdom to know the difference.

Living one day at a time;
Enjoying one moment at a time;
Accepting hardships as the pathway to
peace;

Taking, as He did, this sinful world
as it is, not as I would have it;
Trusting that He will make all things right
if I surrender to His Will;

That I may be reasonably happy in this
life

and supremely happy with Him
Forever in the next.

Amen.



Our Current Context

- Funding 10% of capital projects
- VAT at 20% cannot be reclaimed on capital projects
- Significant long term over subscription
- No desire to increase Catholic provision by LA
- Over 10,000 new primary places in Newham over 3 years
- Diminishing responsibility of the LA
- Limited access to capital funding for VA schools in Newham
- Increasing anti-faith schools agenda
- Diocesan policy encouraging S2S support and encouraging collaborative working and partnerships

The Long Term Vision

- ✦ To provide Catholic education for increasing numbers of Catholic families in Newham
- ✦ To protect Catholic education for future generations
- ✦ To develop Catholic education within an increasingly secular society for the 21st century
- ✦ To offer places to others who desire a Catholic education



Benefits of a Multi Academy Trust

- ✦ Reinforce the identity of schools as Catholic schools and provide a shared vision
- ✦ An equal opportunity to bid for capital
- ✦ Additional funding and reduce costs
- ✦ Pooling talents and enhance partnership work
- ✦ Sharing goods and services and reduce corporate costs
- ✦ To gain greater control of the long term future
- ✦ Provide additional leadership capacity
- ✦ Potential to grow and develop the academy
- ✦ OFSTED support

Disadvantages

- Head Teacher / SLT time to join the MAT
- New procedures to learn initially for effective financial reporting

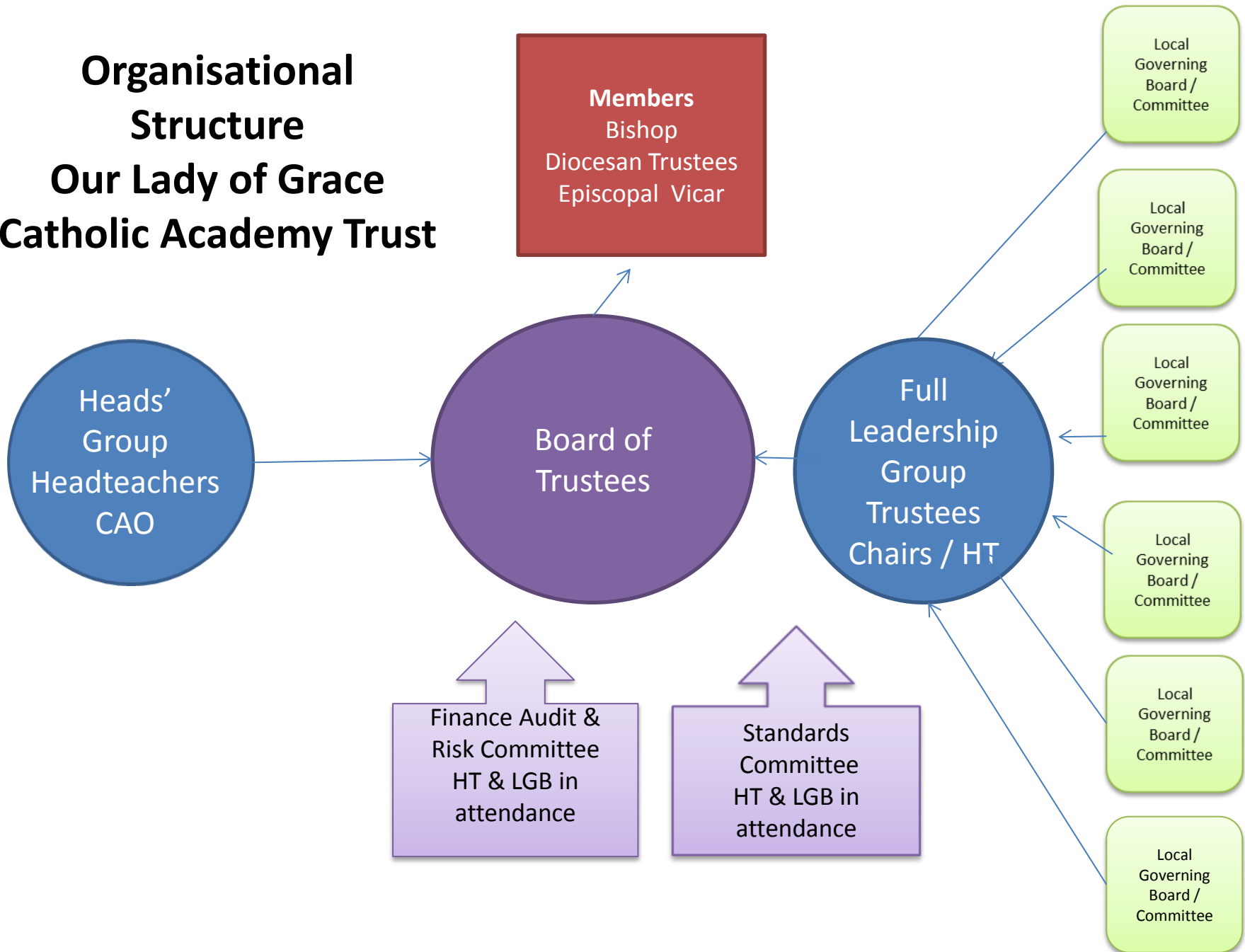
Working together as Catholic Schools in Newham

A history of working together

- **Special Measures**
- **Shared Catholic Ethos – Mini Vinnies / Caritas**
- **Deanery Heads (20th Century!)**
- **Joint Projects - moderation / reading**
- **Pilgrimages**
- **Citizenship**
- **Transition Day and Mass**
- **Admissions**
- **Teaching Schools/Shared CPD**
- **Sporting events**
- **Armistices Day**
- **Coaching new staff and leaders together**
- **Shared Policies**
- **Joint Educational Visits**

Organisational Structure

Our Lady of Grace Catholic Academy Trust



Scheme of Delegation

Local Governing body

- ✦ Admissions
- ✦ Standards / attainment / achievement
- ✦ Curriculum
- ✦ Staff appointments (leadership with Trust Members on panel)
- ✦ Budget setting / monitoring
- ✦ Staff appraisal / CPD
- ✦ Building developments

Finances

- **Additional income**
- **£25,000 per school set up costs**
- **Central element of funding held by Newham**
- **Additional expenditure**
- **Pension fund deficit (all Newham schools will pay)**
- **Software licences**
- **Audit fees**
- **£6,500 solicitors fees**

A Possible Timeline

- **Spring 2020** – formal consultation
- **April 2020** – governors meet to make final decision
- **Summer 2020**
- Liaison with DfE & consultation with staff and other stakeholders
- Agreeing articles of association / powers of delegation
- Liaison with diocese / solicitors
- Transfer of licences for SIMS
- Training for PS Financials
- Establishing bank accounts / auditors
- **August 2020**– Conversion to MAT

Pay and Conditions

- Transfer under TUPE arrangements.
- Schools intention to remain part of National and local pay agreements.
- Governors to agree to continue to use Teachers Pay and Conditions agreements.
- We are committed to pay all staff the 'London living' wage or above
- VA Schools already able to decide on current pay arrangements for support staff. Intention to continue locally agreed offers.
- Intentions to transfer using NPW human resource services to support with the transfer.
- We will continue to follow the CES appraisal, disciplinary and grievance policies as at present.
- We will continue to actively encourage staff to have union membership.

Additional Information

- <https://www.stantonyscatholicprimary.co.uk/school-information/academisation/>
- <https://www.dioceseofbrentwood.net/wp-content/uploads/2020/02/TUPE-Catholic-Brentwood-February-2020.pdf>

Diocesan Protocols

- **Continue to adopt Catholic Education Service model contracts of employment, which incorporate national terms and conditions for teachers (the Burgundy Book) and support staff (the Green Book), and CES model employment policies so that there is no change in terms and conditions for staff who transfer to a Catholic MAT;**
- **Acknowledge and continue to give effect to any local agreements which Schools have adopted prior to conversion;**
- **Ensure that all new recruits will be employed on the same or very similar terms and conditions, i.e. CES model contracts of employment, ensuring equivalent terms and conditions for existing and future staff and so that there will be no two-tier workforce within the CMAT;**
- **Continue to maintain union recognition and not to introduce any future variation to conditions of service except following consultation and negotiation with staff and their representatives (whether at national or local level) and if appropriate in accordance with any collective agreement with a trade union;**
- **Continue to provide the right for employees to join a trade union and take part in its activities, as provided in the model CES contracts of employment and to promote trade union membership within its workforce where this will foster positive working relationships;**

Union Relationships

- Catholic Social Teaching strongly supports the role of trade unions in our society and the democratic process in which trade unions engage members. The Compendium of Social Doctrine of the Church states that unions are “a positive influence for social order and solidarity, and are therefore an indispensable element of social life.” – Paul Barber Director of Catholic Education Service – 2014
- The strategic board will review the TUC Model Agreement for Academies in England.



Frequently Asked Questions

- **Who will my employer be?**
- **Will the schools have to teach the same curriculum?**
- **How will the children and families be affected?**
- **Will the schools keep their names and uniform?**
- **Who are the Foundation Trustees and Trust Members?**
- **How will the local governing body be affected?**
- **What will be the schools' admission policy?**
- **Will school hours and holidays change?**
- **How will our Academy be regulated?**
- **Will Newham Council have any role in the schools now?**
- **Who takes responsibility for our pensions?**
- **Is my job safe?**



LET US
PRAY