

ST ANTONY'S CATHOLIC PRIMARY STAFF CONSULTATION MEETING

RE: PROPOSED CONVERSION TO ACADEMY STATUS

Date: Tuesday, 25th February, 2020 **Time:** Commenced 4:00pm – ended: 5:05pm

Attendees: 40 members of staff inclusive of: SLT, Teachers, HLTAs and TAs/ Support Staff

3 members of the Governing Body

The meeting was chaired by: Gael Hicks of Our Lady of Grace MAT aided by HT- Mrs Moore

A power point presentation was shared which gave an over-view of the academisation process- the leadership, structure, roles, time frames and needed actions involved in the conversion process.

MAT Questions from Staff and answers given were as follows:

- 1. Will it be Newham who will be choosing schools to be moderated or the MAT?**
 - The Deanery schools in Newham already have an internal moderation process involving all Catholic Schools which runs termly.
 - The LA's Moderation process is a 3 year cycle for KS1 and KS2 for all schools across Newham
- 2. If a school is due an Ofsted inspection, but converts to academy status at the time the inspection is due, will the Ofsted inspection be deferred upon becoming an academy/ member of a MAT?**
 - Usually, it is 2 years after becoming an academy before an Ofsted visit. Ofsted do not inspect schools that are closing down/converting.
- 3. Will our Pay and Conditions Change?**
 - The TUPE system will apply- two year cycle but OLOG will continue to apply the current pay conditions
 - A letter will go out to all staff and Unions outlining details regarding this
 - TUPE process will state what Academies have the power to do
 - Our Lady of Grace will keep current pay and conditions for teaching and support staff
- 4. How will the TRUST deal with over subscription?**
 - There is an over-subscription criteria in our shared Admissions Policy –see OLOG website
 - Investigate what each school is doing to attract pupils
 - A balance has to be reached
- 5. What is required to join the Our Lady of Grace MAT?**
 - An external audit will take place to look at the finance status of the school joining
 - Consultation meetings with all stakeholders: Staff and Parents
- 6. What will be the Leadership structure of the Mat? Will there be a CEO?**
 - No, the OLOG model does not have a CEO (Chief Executive Officer)
 - We have a CAO (Chief Accounting Officer)
 - Leadership of the MAT will include all the Heads/Gov. Body of each school in MAT
 - The School's Governing Body will remain in place – with same level of accountability
 - Everything will be reported to the Trustees (trustees drawn from different fields within the Church needed in the MAT)