



Consultation regarding Academy status and membership of a Multi-Academy Trust (MAT)

The Xavier Catholic (Multi-Academy) Education Trust

8th March 2017

Marist Governing Body

Introduction



What is an Academy?

Academies are publicly funded state schools that are independent of the Local Authority and receive funding directly from central government.

- An Academy has freedom:
 - from Local Authority control
 - from following the National Curriculum
 - to change length of terms and school days
 - to set staff pay and terms and conditions

Direction from Arundel and Brighton Diocese:

The Bishop has told Catholic Schools in this diocese that we can only become academies in deaneries within the Diocese and that each Multi-Academy Trust (MAT) should cover two deaneries and be cross-phase (Primary and Secondary together). The Marist School would become part of the **Woking and Weybridge Deanery MAT** – the Xavier Catholic Education (Multi-Academy) Trust.

Why are we considering becoming an Academy? (1 of 2)



Why is this being considered by the Marist School Governors?

- Marist Governors believe that the option to become an Academy and part of The Xavier Education Trust would be good for the learning and welfare outcomes of our current and future Marist pupils.
- We believe that, moving forward with other Deanery Catholic schools, would impact positively on the journey of faith of our pupils throughout their school years.
- We believe that being part of a strong Catholic MAT composed of primary and secondary schools will provide a continuum of learning and development for our children.

Why are we considering becoming an Academy? (2 of 2)



Why is this being considered by the Marist School Governors?

- As a Voluntary Aided School, gaining Academy status would give us the autonomy to continue to develop our School to achieve and sustain high standards.
- The School will still be a Catholic School under the authority of the Bishop of Arundel & Brighton and its religious designation will not change. As part of The Xavier Education (multi-academy) Trust, there will be greater opportunities for working more closely with other local Catholic schools and the wider community of schools.
- We believe in the value of sharing, on numerous levels, with other local Catholic schools in a structured model.

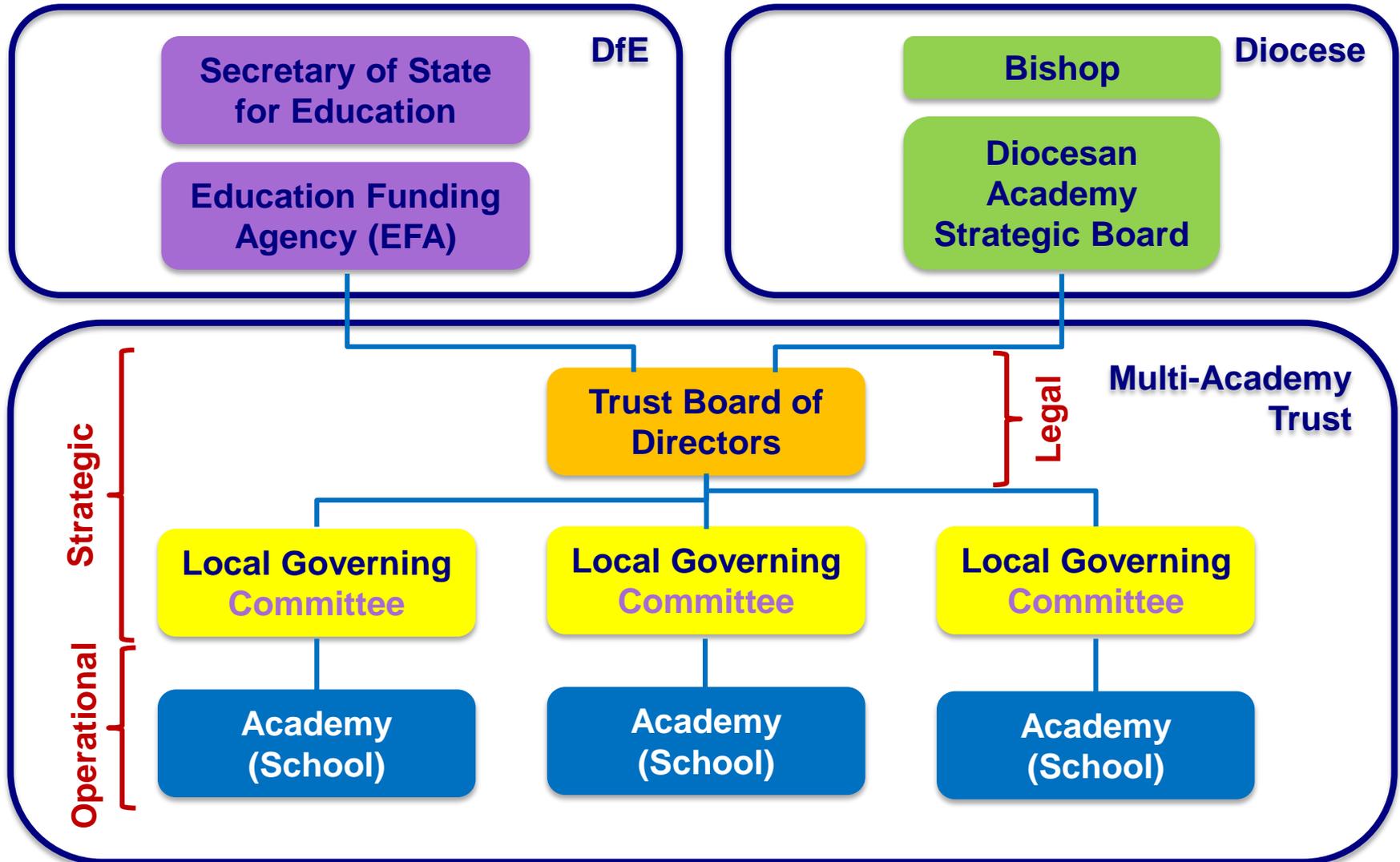
Conversion criteria / Legal Status



The Academies Act 2010 enabled maintained schools to become academies

- **Criteria for conversion:** Schools that are “performing well enough”
 - 3 years data above floor standards- stable or improving KS results
 - Ofsted report – Outstanding school or good with outstanding features showing capacity to improve, outcomes and leadership and management
 - Good financial health
- **Legal Status**
 - Academies are run by the Academy Trust, subject to company and charitable law (but exempt from Charities Commission regulation)
 - An Academy Trust is a Charitable Company Limited by Guarantee
 - Academy Trust have a 7 year legally binding Funding Agreement with the Secretary of State for Education
 - The Academy Trust does not ‘own’ the school, nor can it profit from the Academy.
 - Academy Trust members have a legal duty to act in the interests of the Academy

MAT Structure



MAT Board of Directors Responsibilities



- Ensure the quality of educational provision
- Challenge and monitor the performance of the academy
- Manage the academy trust's finances and property
- Employ staff



Schools in the Xavier Catholic Education Trust

Key	School	Type	Location/Parish	Deanery	Pupils Per Year Group	
1	St Augustine's Catholic Primary School	Primary	Frimley	Woking	60	
2	St Hugh of Lincoln Catholic Primary School	Primary	Knaphill	Woking	30	
3	St John the Baptist School	Secondary	Woking	Woking	180	
4	Cardinal Newman Catholic Primary	Primary	Hersham	Weybridge	60	
5	Salesian School	Secondary	Chertsey	Weybridge	220	
6	St Alban's Catholic Primary School	Primary	Molesey	Weybridge	60	
7	St Anne's Catholic Primary School	Primary	Chertsey	Weybridge	60	
8	St Charles Borromeo Catholic Primary	Primary	Weybridge	Weybridge	30	
9	The Holy Family Catholic Primary School	Primary	Addlestone	Weybridge	30	

Xavier Catholic Education Trust Vision and Values



The Xavier Catholic Education Trust vision and values

(when formed in 2016)

- Continuous improvement of quality of teaching and learning for our children
- Raise standards (sharing of good practice, ideas, training, consultancy)
- Retain maximum autonomy
- Open culture / trust
- Equal footing
- Greater buying power
- Improved services
- Staff development opportunities
- More inter-school activities

Xavier Catholic Education Trust Mission Statement



Mission Statement

Our mission is to provide an outstanding Catholic education for all the children in our schools. We will follow the example and teachings of Christ and everything we do will be inspired by gospel values. We will strive for excellence in all areas of our work and cherish every child in our care.

Xavier Catholic Education Trust

Aims



Aims

- The aim of the Trust is to provide the children in our care with the best possible education within a caring and supportive Catholic ethos. The Trust has, at the centre of its mission and purpose, the belief that every child has a right to educational excellence through the provision of high quality teaching.
- We will support the spiritual, moral, social, cultural and physical development of each child, as well as maximising progress, achievement and attainment to ensure their intellectual growth and fulfil their potential.

Xavier Catholic Education Trust

Catholic Ethos



The Xavier Catholic Education Trust's 2 Year Action Plan (to September 2018) lists the below:

- Everything we do is based on gospel values
- All our schools are full
- All our school are good or outstanding in Section 48 (Diocesan Inspection)
- All our heads, deputies and chairs of Governors are practising Catholics
- There is chaplaincy support in all our schools
- We will have good links with our parishes
- We will have strong links with the wider community
- We will provide training opportunities that support the catholic life of the school
- We will identify and develop catholic staff, leaders and governors so that each school can maintain a vibrant Catholic life



How do the finances compare for an academy to LA school?

- We have spoken to a number of academies and they state that their budgets are fairly similar to what they had before but that they have greater choice about what to do with it.
- At present the LA hold back some of the funds given to schools and this would be additional funds that the school would receive directly following conversion to enable them to decide on and pay for services.
- All the schools would need to use the same finance system and report fully audited accounts.
- Conversion to an Academy now would enable the school to benefit from the Education Supplementary Grant funding which otherwise would be lost.



What are the advantages?

(1 of 3)

- Formalise and strengthen our existing partnership work with other Catholic schools which will enhance our catholicity, reinforce our shared values and promote a culture of openness and trust.
- We would be joining a strong supportive MAT, two of the schools in this MAT are teaching schools, training primary and secondary teachers and they also have maths hubs. School leaders within the MAT have a background of successfully supporting other schools, and ensuring effective succession planning.
- Being part of the MAT would enable us to respond more effectively to the budget pressures all schools are facing by securing economies of scale whilst retaining individual school autonomy.

What are the advantages?

(2 of 3)



- Freedom to develop further a curriculum that meets the needs of all our pupils.
- Support the continuity of Catholic education in this area for pupils from 4 to 18 years and ease pupils transition from primary to secondary school.
- Keep all the features of the school that are valued so highly by our pupils, parents and staff but use the additional freedoms academy status brings to enhance our provision for all.
- Flexibility to direct funding to the specific requirements of our school in order to preserve and develop the best of what we do as a school in challenging economic times.
- Converting to academy status may provide the best route for us to build on our many strengths and become an even better school.



What are the advantages?

(3 of 3)

- Formalise and strengthen our existing partnership work with other Catholic schools which will offer greater opportunities to develop our staff and gain from experience.
- Being part of the MAT will enable us both to access and to deliver peer-led school-to-school support, sharing outstanding teaching and learning expertise across the Trust schools so that we continue to improve our teaching and learning. All schools within the MAT are either Outstanding or Good.
- Provide additional opportunities to share resources and facilities, developing a collaborative way of working and 'joined-up' provision for the benefit of all of our pupils and families.
- Other freedoms, such as the ability to introduce some flexibility to staff pay and conditions could help us recruit and retain the very best people.
- Collaboration in recruitment activity could assist with the challenges of finding good teachers and The Xavier CET aims to grow strong Catholic leaders for the future.

Benefits

(1 of 3)



- **Benefits to Children**

- Working collaboratively to improve the quality of teaching and learning across our schools
 - Sharing best practice and ideas (all schools involved are good or outstanding)
 - Improved primary to secondary transition for many children
- Continuous improvement of teaching
 - Shared training
 - Access to teaching schools

Benefits

(2 of 3)



Benefits to the Staff

- Sharing of best practice and ideas
- Larger pool of expertise to call on
- Staff development opportunities
- Assist with retention of high quality staff
- Facilitate succession planning
- No changes to staff terms and conditions

Benefits

(3 of 3)



Benefits to the Community

- The development of the MAT will also give strength to the Catholic voice and viewpoint within local communities and the education sector
- By supporting each other in the promotion of gospel values we will develop a future generation that demonstrates these values in their everyday lives

Are any changes anticipated?



Will any changes be made to the School as a result of conversion?

- We do not intend to make any changes to the School as a result of the conversion, apart from taking advantage of the opportunities discussed earlier to work more closely with other schools in the MAT.
- The Catholic character, ethos and values of the School would remain unchanged, should the Academy conversion take place.
- We anticipate that this opportunity to work even more closely together within a supportive Catholic Multi-Academy Trust would further strengthen and support the School's ethos and traditions.



Why become an Academy / join a MAT now ?

Why is this being considered at this point in time ?

- The movement of schools to Academy status is part of a Government policy initiative.
- The Bishop actively encourages Catholic Schools to become part of a Catholic MAT.
- The Xavier MAT
 - is already established (2016) rapidly accumulating operational experience as a MAT.
 - is ready to consider applications by other schools to join the MAT.
 - has a strong 2 year Action Plan and vision which aligns with Marist School aspirations for our pupils – including the vision to ‘strive for excellence’ for all pupils.
- Financial advantages
 - With DfE funding reductions, taking proactive steps to ‘share’ and reduce unit costs by working with other like-minded schools is a serious and urgent consideration.
 - There is a short window of opportunity to retain elements of Education Supplementary Grant funding which would otherwise be lost.

Consultation

(1 of 2)



Stakeholder group:

Parents/ Carers
School staff
Parishes

Survey:

Paper Questionnaires issued to all parents, carers and staff on 6th March 2017

Timeline for consultation:

3rd March 2017 to 19th March 2017

Deadline for replies to Consultation via Consultation Questionnaire:

19th March 2017

Consultation

(2 of 2)



Academy conversion application by (if pursued)

24th March 2017

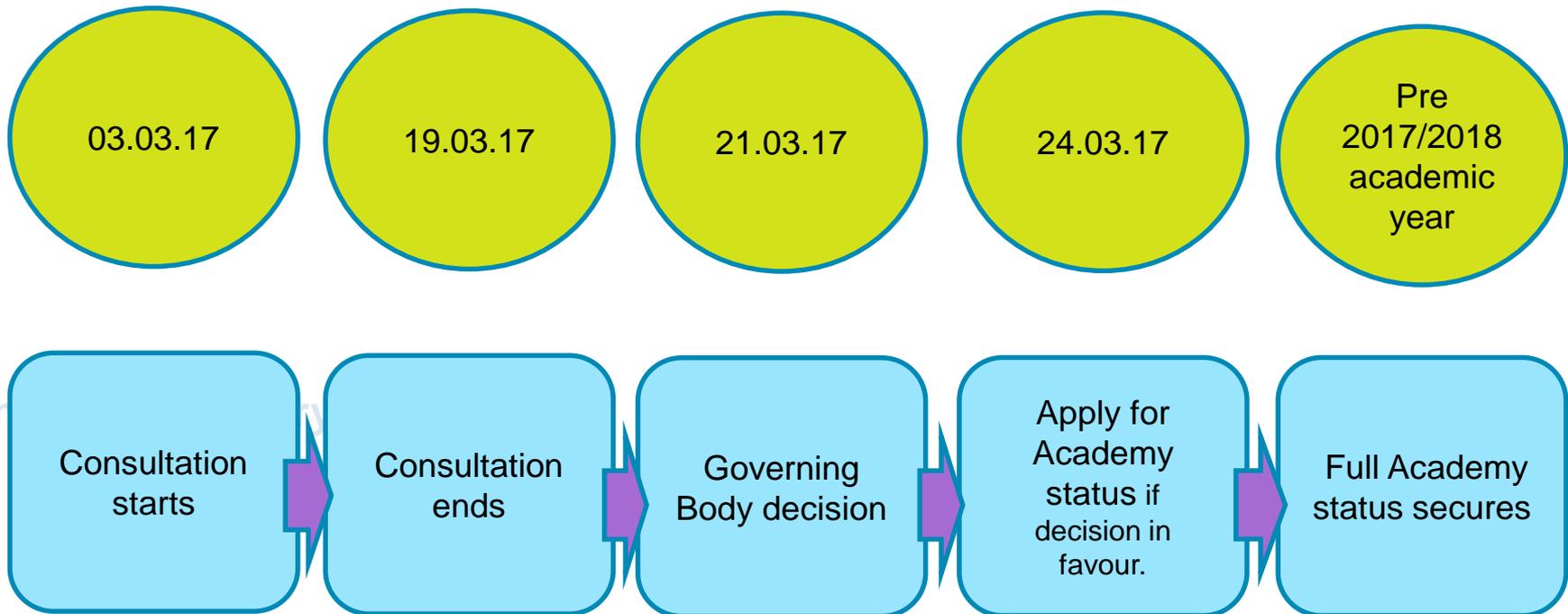
Full Academy Status (if pursued)

Before the start of the 2017/18 Academic Year

Consultation Timeline summary



Timeline summary





How can I find out more about Academies?

Links regarding Academy status and the Xavier Catholic Education Trust:

Diocesan website information:

[http://www.abeducationservice.org.uk/ViewArticle/?section=Resources&id=369&subsect= Governor%20Resources](http://www.abeducationservice.org.uk/ViewArticle/?section=Resources&id=369&subsect=Governor%20Resources)

[http://www.abeducationservice.org.uk/ViewArticle/?section=Resources&id=451&subsect= Governor%20Resources](http://www.abeducationservice.org.uk/ViewArticle/?section=Resources&id=451&subsect=Governor%20Resources)

DfE information:

<https://www.gov.uk/government/publications/multi-academy-trusts-establishing-anddeveloping-your-trust>

<https://www.gov.uk/guidance/convert-to-an-academy-information-for-schools>

Parliamentary information:

<https://www.parliament.uk/business/committees/committees-a-z/commonsselect/education-committee/inquiries/parliament-2015/multi-academy-trusts-15-16/>

The Xavier Catholic Education Trust: <http://www.xaviercet.org.uk/index.html>

Summary – MAT Benefits

