



DIOCESE of SALFORD

Diocese of Salford

‘Rebuilding the church fit
for future generations’

- *Welcome*
- *Opening Prayer*
- *Introductions – Panel*
- *Plan for the session*

Children are the priority....

Change is the reality....

Collaboration is the strategy....

'Stay with us, Lord, on our journey'

WHY – Does the Church provide Catholic Schools?

- To assist in its mission of making Christ known to all people
- To assist parents, who are the primary educators of their children, in the education and religious formation of their children
- To be at the service of the local church – the diocese, the parish and Christian home
- To be a service to society

Today, The Catholic Church is the second largest provider of education in England and Wales, and it is by maintaining this strong partnership with the State that Catholic Schools can continue to serve the common good of society.

This partnership between the Church and the State has been one of the most successful in delivering such an essential service as education.

Why - are we considering such a significant change?

- The historical model (1944 Education Act), with schools being ‘maintained’ by an LA, is no longer the predominant model nationally
- Through the recently published ‘Schools White Paper’ the eventual shift to a school system based mainly on Multi-Academy Trusts is now a reality. We as leaders of Catholic schools must therefore consider and plan for the future, so providing another 78+ years of stability and high quality provision
- Unlike back in 2016, we now have first hand experience of the purposes, potential and impact of well led Catholic Academy Trusts



Definitions

What is a CAT?

A Catholic Academy Trust (CAT) is a Multi Academy Trust which is established by a diocesan Bishop to enable families of Catholic schools to collaborate on a more formal basis. CATs are governed by Directors, the majority of which are Foundation Directors appointed by the Bishop.

The diocesan CAT plan is formulated to build upon the three existing geographically based multi academy trusts.



Guiding principles – Solidarity and subsidiarity

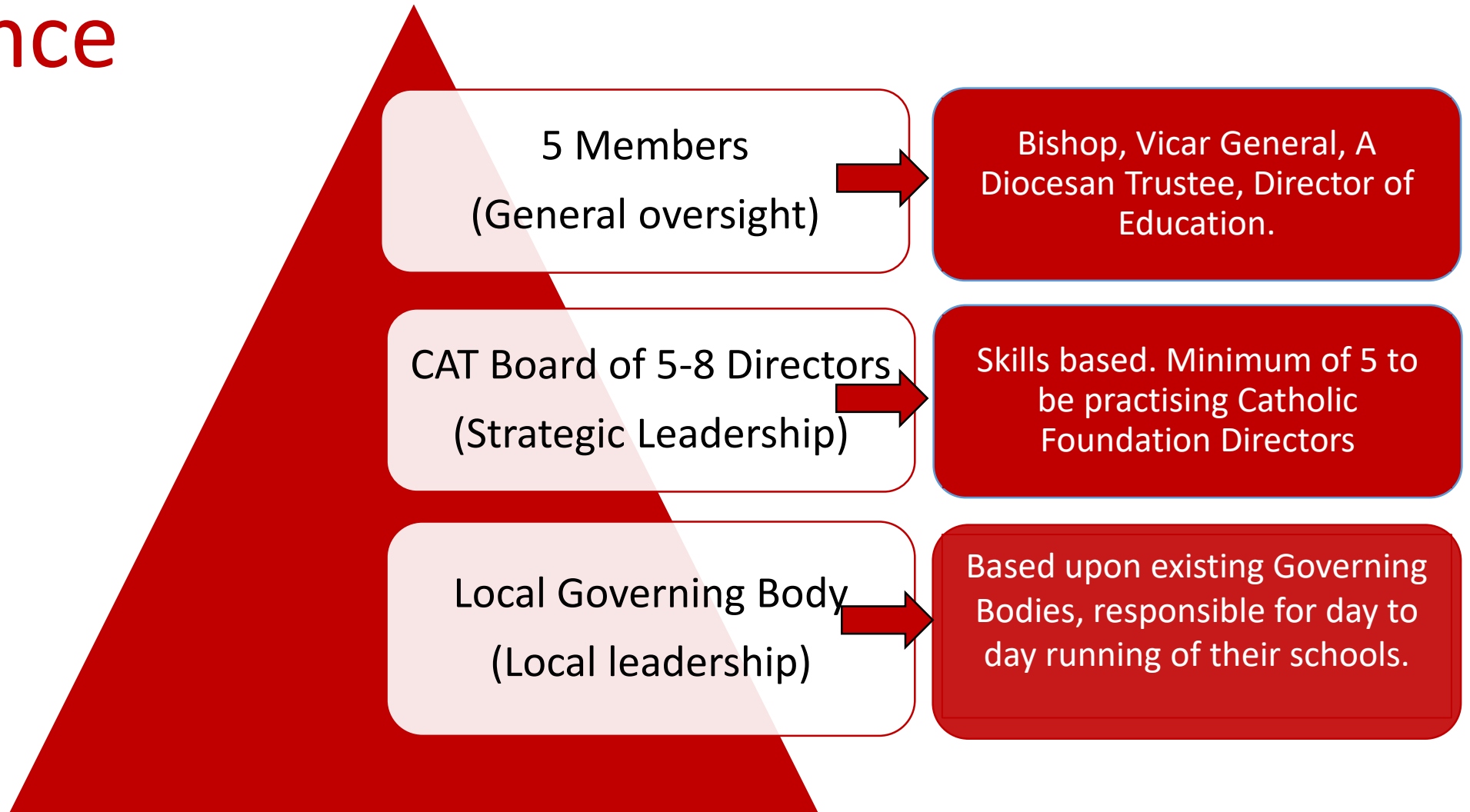
- We are all driven by **Canon 806** - 'schools being the best they can be' and by **Canon 795** – 'the common good of society'.
- Catholic Academy Trusts in the Diocese of Salford are based upon two guiding principles;
 - **Subsidiarity** – which means decisions being taken as close to the grassroots as good governance allows
 - **Solidarity** – which means we are all responsible for each other, with a willingness to see others as self



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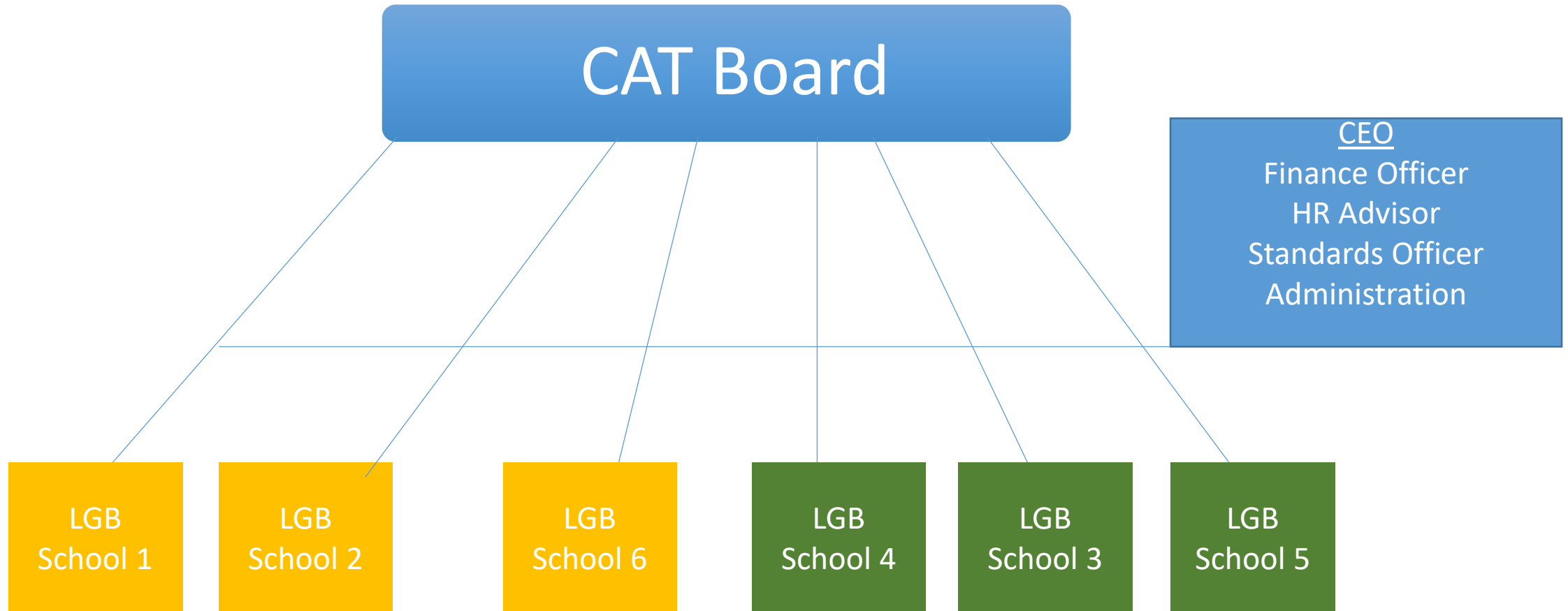
Governance





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Benefits and Opportunities (1)

- To work collaboratively (with children, young people, schools and families) to help 'Rebuild the Church'.
- To serve the Diocese of Salford and the Catholic Church.
- Equity in Education (for all children, young people and staff) linked to shared mission.
- Shared vision (excellence for all) and values under shared governance.
- To ensure Catholic education, for children and young people remains a strength across the diocese and wider region.
- Aligned and collaborative approach to Catholic Social Teaching.



Benefits and Opportunities (2)

- Financial support, efficiency, sustainability and creativity – procurement and investment.
- A common approach to ensuring schools get the quality services they need and want. (Environment & Estates, People & Culture(HR), SEND, IT, Legal...)
- The opportunity to build more SEND provision for Catholic children and families.
- Opportunity for aligned operational support services.
- A common approach to key policies, safeguarding, H&S, compliance etc...
- Protection and preservation of Catholic education.
- A Culture shift? Common Good – *“ask what can I do for the CAT... NOT what can the CAT do for me.”*
- There is no lead school in the Trusts. Equity for all pupils, staff, school communities.



Discernment plans for 2022

- Work with all on a strategic plan to support the expansion of our three CATs
- Work with CATs, as strategic partners, in developing our School Improvement strategy
- In collaboration with national and regional bodies provide a wide range of training programmes for school and trust based staff, school and trust leaders and governors/directors
- Communicate plans for 2022 - 2030 to all schools through a series of meetings, briefing and informative documents with two aims;
 - Schools and CATs 'know the mind of the Bishop'
 - The Bishop and Trustees understand the mind of the schools and Trusts

We now welcome questions



Key sources of information:

Diocesan website – Education - Academy Strategy

- ***Academy Information and Guidance***
 - *FAQs – regularly updated*
 - *Scheme of Delegation – appendix 1*
 - *Joining a CAT 2022 guidance*
 - *Various other documents which provide context and background*

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Possible Q&A response prompts



Potential or real threats...

- Severe pressure on School and LA budgets
- Reductions in capacity of LAs to provide adequate resources to support schools
- Schools will need to do more with less and realise economies of scale from working with other schools
- Recruitment and retention of high quality staff to work in our Catholic schools
- MATs stated as central to Government's education & school improvement policy



Diocese of Salford

Name of Trust	Romero Catholic Academy Trust	St Theresa of Calcutta CAT	Emmaus Catholic Academy Trust
LA areas	Lancashire Blackburn with Darwen Calderdale	Rochdale Bury Bolton Wigan Salford	Oldham Tameside Stockport Trafford Manchester
Number of primary schools in footprint	50	60	59
Number of secondary schools in footprint	9	11	10

Role of each Local Governing Body is:

- responsible for the Catholic Life of their school
- day to day oversight of the management of their school ensuring compliance with the Trust and the school's policies and practices
- standards
- and ensuring the school fulfils its responsibilities to pupils and their families, being at the heart of the relationship between the school and its local parish community.

Recruitment and appointments at school level:

- **The LGB and Senior Leadership team are responsible for determining the appropriate staffing structure for the school**
- **The LGB and/or Senior Leadership Team will lead on the selection and appointment of all school based staff, up to Headteacher level**
- **In relation to any of the ‘protected posts’ covered by the Bishop’s Conference Memorandum – both the Diocese and CAT will be afforded advisory status to support the LGB recruitment panel**

Pre-conversion governance structure:

The Governing Board of a maintained Catholic Voluntary Aided school requires a legal minimum constitution of 12 governors:

- Headteacher (ex officio)
- 1 Staff Governor (elected)
- 2 Parent Governors (elected)
- 1 LA Governor
- 7 Foundation Governors (providing a majority of 2)

Post conversion governance structure:

The current Diocese of Salford model for a Catholic Voluntary Academy Local Governing Body is a committee of 8 as follows:

- 4 Foundation Governors
- Headteacher (ex officio) – *counts as a Foundation Governor*
- 1 Staff Governor (elected)
- 2 Parent Governors (elected)

The above ensures a Foundation Governor majority

There is no requirement for a Local Authority Governor

School budget

As now, a nationally applied formula determines the level of funding each school in the CAT receives - this is the GAG (General Academy Grant)

Historically, before you receive your School Budget Share, the LA take out of your budget the cost of any central services they provide to the school

The CAT will undertake a similar process to cover the costs of whatever central services are offered

Approximately 95% of your GAG will be at the disposal of the LGB to deliver high quality education for your pupils.



Diocesan CAT model – January 2022

- **3 Catholic Academy Trusts (CATs)** broadly based upon existing Deanery and LA boundaries
- **5 Members** common to all 3 CATs
- Each CAT Board will have a majority of **Foundation Directors**
- Each school will retain its own Governing Body (**Local Governing Body**)
- Each school will be led by its own headteacher as the norm
- Each CAT will have a Central Team - e.g., CEO, CFO, Standards Officer, HR officer, and Admin support - which will develop as the CAT grows
- All conversions approved and overseen by Trustees Schools Committee

Catholic Diocese in England – current position

19 Catholic diocese in England

- 15 diocese have a published fully academised strategy
- 4 diocese have a mixed economy of CATs and VA schools
- Over 700 hundred academies
- 71 Catholic Academy Trusts
- Academy and CAT numbers taken from 2021 CES census digest



Possible Q&A slides

Slide	Topic	Slide	Topic
18	Potential threats examples	25	Diocesan CAT model, structures etc.
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21	Recruitment & appointments		
22	Pre conversion GB structure		
23	Post conversion LGB structure		
24	School budget - background		