



**St Cuthbert Mayne**  
Catholic Junior School



# Catholic Academy Trust Consultation

5th October 2023-24



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Catholic Junior School

# Welcome and Introductions

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Maria: Welcome and then introduce Diocese representatives, ASCAT representatives and any other visitors

# Foreword from the Cardinal...

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“Now we are living through times of considerable hardship for many ..... We have to see, be clear, and readjust. This means taking difficult decisions, marked by realism, about resources. In such circumstances it is right to look for economies that can be achieved by structures of cooperation, between schools within the same locality and within the wider family of schools. This is not an enforced 'master-plan', as you well know. It is a measured and appropriate response to the reality we face. **The alternative, individual schools in isolation, will lead not only to conflict but also to the decline that eventually accompanies isolationist policies.** “

***Extract from Cardinal Nichols' address to the Diocese of Westminster  
Headteachers Conference February 2018***

Maria: The Cardinal and Bishops made the decision that academisation is the way to preserve and protect catholic education into the future.

## Our Proposal....

- Governors of St Cuthbert Mayne believe that the time is right to convert to an Academy

Alex: Following a period of collaboration, support and work together over the past year the Governors of St Cuthbert Mayne believe that the time is now right to convert to an Academy and expand the Dacorum Hub within the All Saints Catholic Academy Trust (ASCAT) with our partner schools.

As part of that journey, Governors have been discussing working together as a family of schools which has become formalised as a Dacorum Hub within ASCAT.

## What is the Dacorum Hub?



- Formed in June 2023 by JFK, St Albert the Great and St Thomas More
- Aims to create a bespoke 3-19 pathway for Dacorum pupils and families
- St Roses and St Cuthbert Mayne are natural partners

Alex: The Hub was initially formed by JFK Catholic School, St Albert the Great and St Thomas More Catholic Primary Schools in June 2023. St Roses and St Cuthbert Mayne already work closely with JFK and as part of a Dacorum Hub would be in an excellent position to work together within the larger ASCAT Family of schools to create a bespoke 3-19 pathway for Dacorum pupils and families combining strong educational outcomes with the teachings of Christ and His Church at the centre.

# How do we benefit?

- Economies of scale and increased resilience
- Greater collaboration
- Delegated authority
- Coordination and support from an Executive Leader
- Shared back-office functions
- Protect, secure and develop Catholic Education



## Maria:

- Economies of scale and increased resilience as part of a larger Catholic Academy Trust
- Greater collaboration between school in the Hub and wider CAT
- Delegated authority from the Trust Board under the Scheme of Delegation
- Executive Leader for the Hub working across all schools
- Shared back-office functions across the Schools
- Protect, secure and develop Catholic Education in Dacorum for the future

# The Diocesan Vision for the CAT programme



Diocese of Westminster

- Protect, secure and develop Catholic education
- To be inclusive and open
- Improve educational outcomes and opportunities for all children, staff and families
- Develop the professional expertise to develop and retain the best staff within the Trust
- Develop existing links and partnerships with other Schools.

Maria: The diocese have set out some of their wider aims for Catholic Education within Catholic Academy Trusts.

- protect, secure and develop Catholic education for generations to come;
- To be inclusive and open to all Schools in the Diocese;
- To promote strong bonds of collaboration and accountability improving educational outcomes and opportunities for all children, staff and families in our schools;
- Create opportunities to develop the professional expertise of staff to aid the retention and development of the best staff within the Trust
- Schools will maintain and further develop existing links and partnerships with other Schools.

## What will not change....



Ethos of our School



The Staff Team



Our School Uniform and Curriculum



Governors will continue to serve on a Local Governing Body



Co-ordinated admissions process through the LA retained



Current admission policy will continue to apply



The timings of the current school day



The terms and conditions of employment

Alex: On a day-to-day basis, the majority of things will remain the same. We will still have our autonomy across the whole range of activities.

- The individual ethos of our School
- The staff team: Headteacher, senior leaders, teachers, teaching assistants, school support staff
- Our School Uniform and Curriculum
- Governors will continue to serve on a Local Governing Body;
- The School will remain part of the co-ordinated admissions process through the LA
- The School will not select any students on the basis of their aptitude or ability
- The current admission policy will continue to apply; Local Governors will retain the ability to set this
- The timings of the current school day
- The terms and conditions of employment for staff will remain unchanged.



## What will change....



The legal status and governance arrangements



The current Governing Body will become a Local Governing Body



The Trust Board will have strategic oversight



CEO to lead the strategic development of the Trust

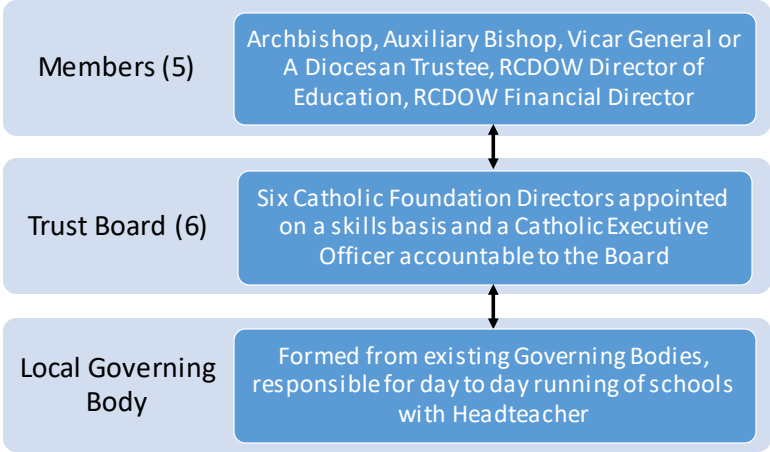


Funding direct from DfE

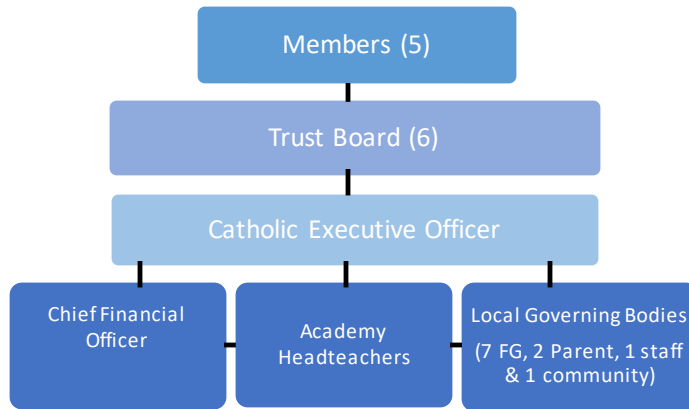
Maria: Accountability shifts from Local Authority to the Trust and central government. We are still a diocesan school. We are still funded with public money and we will still buy in key services from the Local Authority.

- The legal status and governance arrangements for the schools;
- The current Governing Body will become a Local Governing Body who are accountable the ASCAT Board of Directors
- The Trust Board will have strategic oversight for the finance, standards and the physical environment of each individual academy within the Trust
- A CEO is in place who will be accountable to the Trust Board and will lead the strategic development of the Trust
- Funding will come direct to the School from Central Government, rather than via the Local Authority

# Governance Structure



# Organisational Structure



## How will we benefit?



IMPROVED EDUCATIONAL  
OPPORTUNITIES AND  
OUTCOMES



REDUCING FINANCIAL RISK



DEVELOPING AND  
RETAINING THE BEST  
STAFF



EFFECTIVE GOVERNANCE  
AT TRUST AND LGB  
LEVELS;



PROTECT, SECURE AND  
DEVELOP CATHOLIC  
EDUCATION

Alex: The range of opportunities will widen for our pupils and staff.

- Improved educational opportunities and outcome by sharing best practice across the Trust, leading to improved practice (teaching, curriculum, pastoral) in each school
- Assistance with financial management and reducing financial risk to schools within the Trust by seeking efficiencies at a time of growing financial pressures
- Benefitting from the advantages that CATs enjoy in capital development, e.g. not paying the VAT on capital developments (we currently pay VAT @ 20%)
- Through the above we help to keep schools afloat and solvent; ploughing savings back into the classroom
- Improved professional development opportunities and career pathways for staff;
- Improved retention and development of the best Catholic school staff, teachers and Leaders

# Why now?



Preserve the future of Catholic Education



Opportunity to shape the local agenda



Pressures on School budgets



Falling rolls



Reduction in capacity of Local Authorities

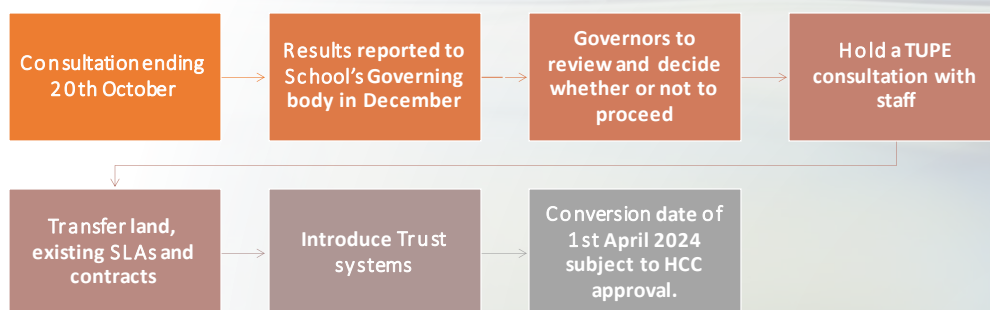


Central to national education policy

Maria: There are opportunities to join a Hub that is newly set up and can be part of how it develops to best serve our staff, pupils and families.

- An opportunity to work with the Diocese and other Catholic schools to shape and preserve the future of Catholic Education
- A desire to be innovators and play a part in the shaping/ setting of the local agenda;
- This is the Cardinal's wish and vision for Schools in the Diocese
- There has been and will remain severe pressures on School budgets
- The Global pandemic has exacerbated the financial pressures on central government which are likely to be shared across all public sectors including schools
- Concern nationally and locally about falling rolls – of particular concern in the Catholic sector
- Reductions in capacity of Local Authorities to provide adequate resources to support schools
- Academies as part of collaborative Trusts remain a central plank of current national education policy

## What are the next Steps?



### Maria:

- Consultation period open for comments/questions. Concludes on 20th October
- Results will be reported to the School's Governing body in December
- Governors to review consultation results and decide whether or not to proceed
- If Governors approve conversion next steps are
- to hold a TUPE consultation with staff
- transfer land, existing service level agreements and contracts to the Trust
- Introduce common platforms for management and finance systems across the Trust
- Proposed conversion date is 1st April 2024 subject to HCC approval.

# Any Questions....

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Relevant people

Thank you for your time and  
contributions

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Maria to close the meeting.