



# **Consultation Presentation to Parents & Staff at St Anselm's Catholic Primary School**

**Tuesday 18<sup>th</sup> September 2018**

**Parents' Presentation: 6.00pm**



# Foreword from the Cardinal...



“Now we are living through times of considerable hardship for many, indeed of extreme poverty for the majority of our brothers and sisters. 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 recent address to the Diocese of Westminster  
Headteachers Conference February 2018***



# Our Proposal....



The 6 Schools below have a shared history of working together;

- The Sacred Heart Language College;
- St Joseph's Catholic Primary School;
- St Teresa's Catholic Primary School;
- St Anselm's Catholic Primary School;
- St George's Catholic Primary School; and
- St John Fisher Catholic Primary School.

The diocese and schools believe that the time is now right to form the Harrow Catholic Academy Trust



# The Diocese's Vision for CATs....



- 11 family CATs covering all schools in the Diocese
- Protecting and delivering Catholic education for generations to come
- Inclusive; open to all schools in the Diocese
- Collaborative working supporting all Catholic Schools in CAT
- Strong collaboration and accountability improving progress and attainment
- Sharing staff across schools, creating CPD opportunities, retaining and developing the best staff
- Schools to maintain existing links/partnerships with other schools in the Borough/County



# What will not change....



- The name of the school
- The individual ethos of the school
- Our School Uniform
- Our Curriculum
- The terms and conditions of employment for staff will remain unchanged
- The school will remain part of the PAN London Admissions process through London Borough of Harrow
- The school will not select any students on the basis of their aptitude or ability.
- The current oversubscription criteria will continue to apply
- The school day and term dates
- The buildings will remain as they are



# What will change....



- The legal status and governance arrangements for the schools
- The current Governing Body will cease to exist and the school will become part of Harrow CAT - a charitable company limited by guarantee.
- The CAT will have a Board of Foundation Directors appointed by Bishop Wilson with strategic oversight for the finances and standards in schools
- A CEO Designate has been appointed and will be accountable to the Board
- A Local Advisory Council(LAC) will be established from each school's existing Governing Bodies
- Funding will come direct to the school from Central Government, rather than via the Local Authority.

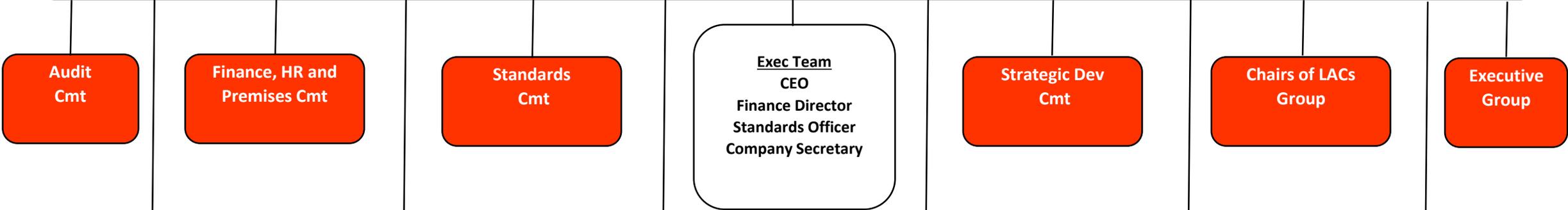


# The Structure (1)....



**Harrow Catholic Academy Trust Members**

**Harrow Catholic Academy Trust Board of Directors**



St Anselm's LAC  
St Anselm's School

St George's LAC  
St George's School

St John Fisher LAC  
St John Fisher School

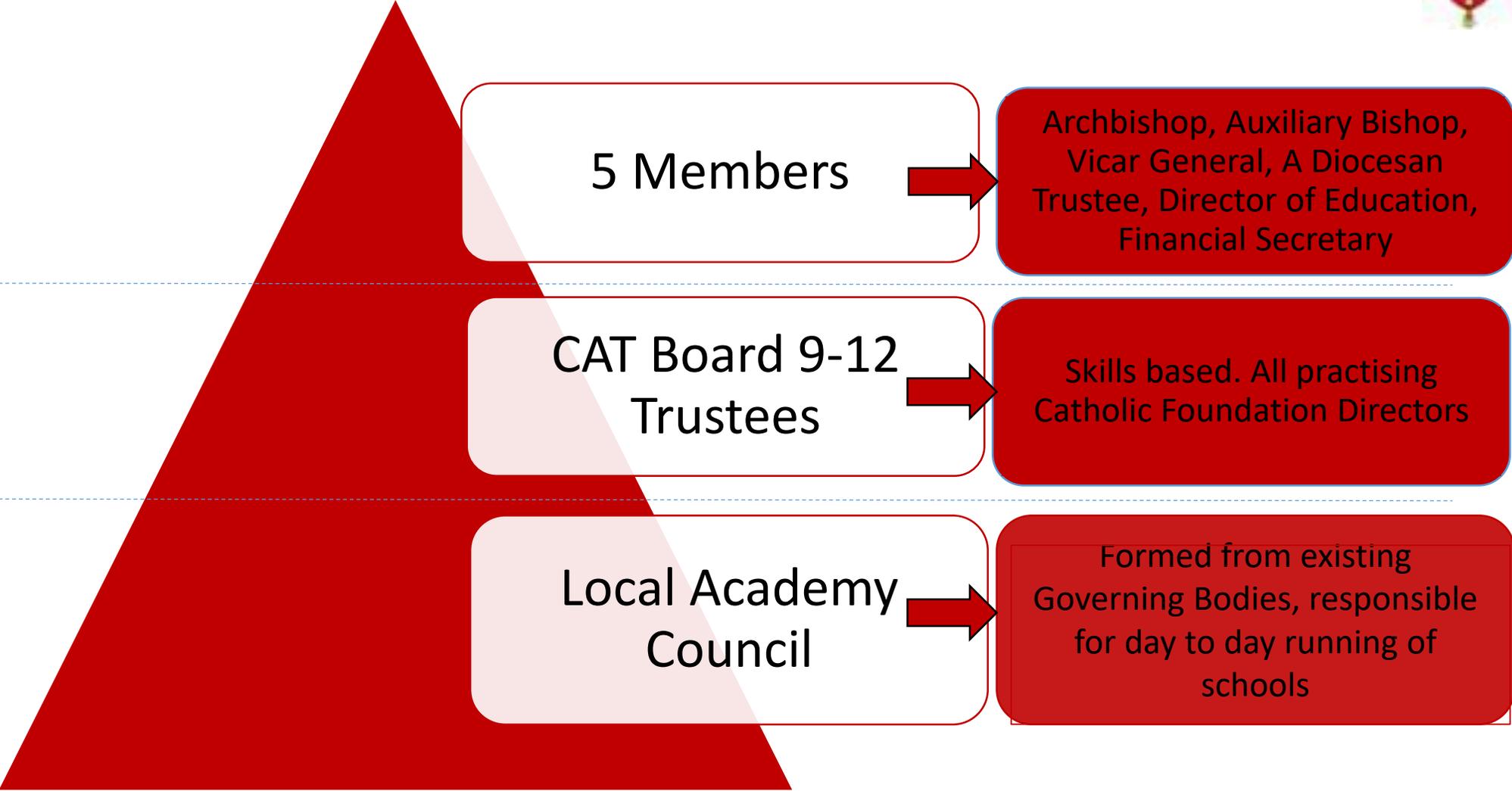
St Joseph's LAC  
St Joseph's School

Sacred Heart LAC  
Sacred Heart College

St Teresa's LAC  
St Teresa's School



# The Structure (2)....



# The Benefits....



- Enhanced collaboration and partnership across the 6 Catholic schools;
- Increased savings and efficiencies at a time of growing financial pressures;
- Improved standards through increased collaboration, challenge and support;
- Increased CPD opportunities and career pathways for staff;
- Improved retention and development of the best Catholic teachers and Leaders;
- Clear, robust and effective Governance at Trust and Local Advisory Council levels; and;
- Secured Catholic education across the Diocese for generations to come.



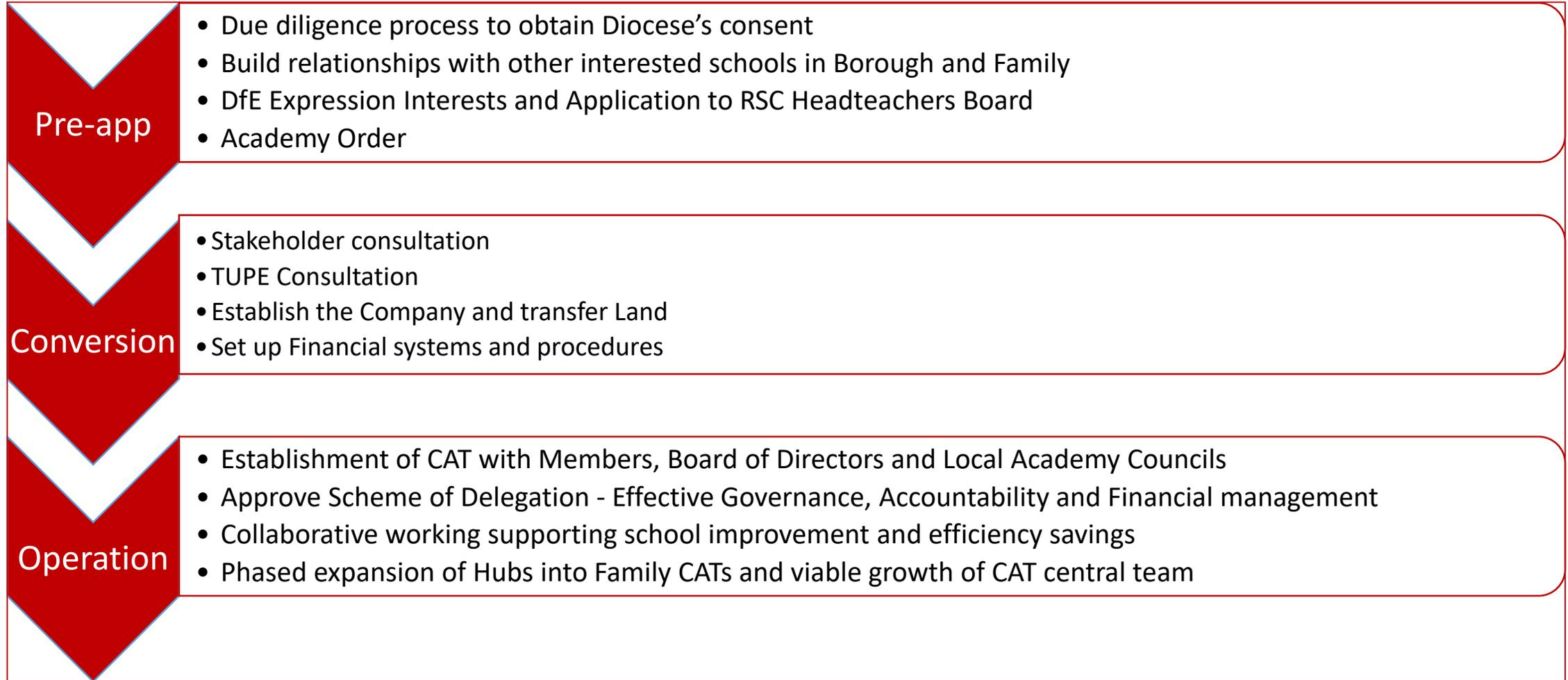
# Why now....



- This is the Cardinal's wish and vision for schools in the Diocese
- Diocese has produced a strategy setting out how this can be achieved
- Severe pressure on school and council budgets
- Reductions in capacity of councils 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
- Whilst the threat of forced Academisation has been withdrawn, the DfE has increased powers of intervention in underperforming schools.
- MATs remains a central plank of Government's education policy



# Implementation....



# Next Steps....



- Simultaneous Consultation exercise across all 6 schools concludes on 8<sup>th</sup> October
- Consultation open until 8<sup>th</sup> October for comments/questions
- Results for all 6 schools will be reported to each school's Governing body at the end of October
- Governors to decide whether or not to proceed with the next stage of conversion
- If Governors approve conversion next steps are to establish the Company, transfer land and staff to the CAT and set up a new finance system
- Aiming for 1<sup>st</sup> January 2019 start date.





**Any Questions....**

**Your opportunity to  
ask questions**





**Thank you for your  
time and contributions**

