

Our Catholic Academy Trust plans

Children are the priority....

Change is the reality....

Collaboration is the strategy....

'Stay with us, Lord, on our journey'



1) 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 original diocesan CAT plan was to create 9 geographically based multi academy trusts based upon LA areas.



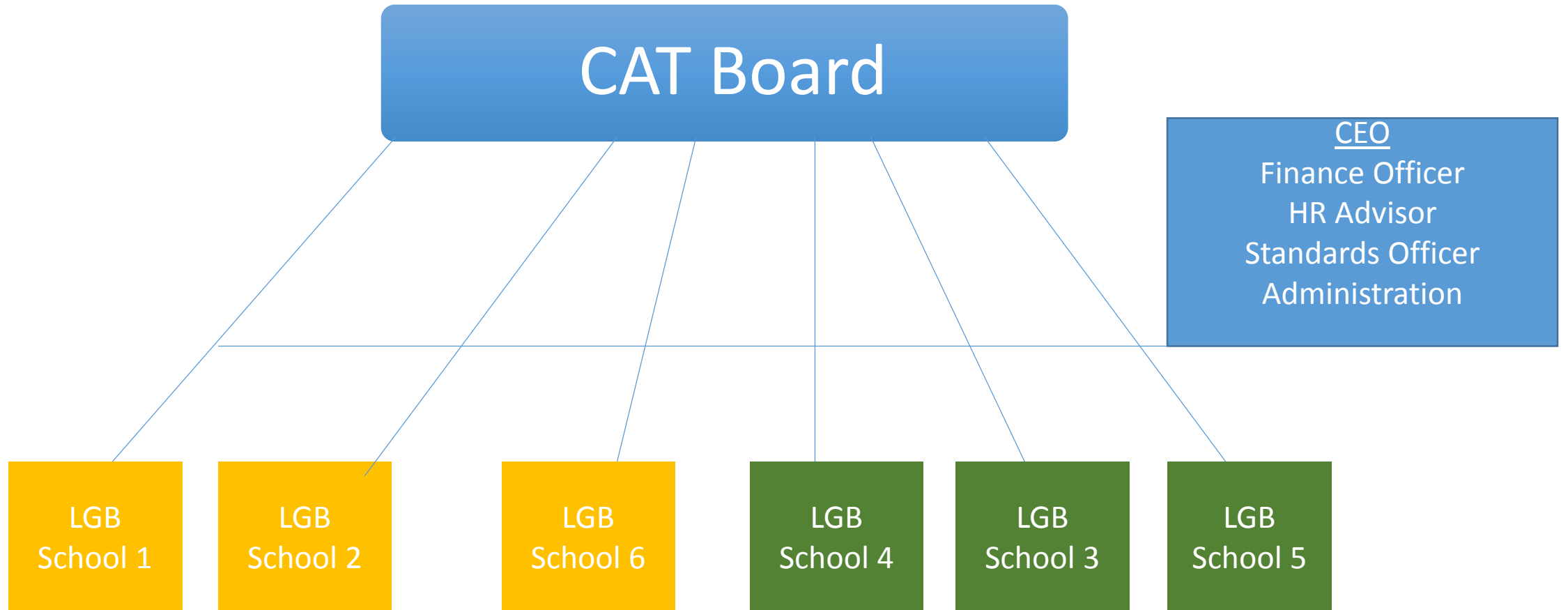
2) Revised Diocesan CAT model- 2019

- 3 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 existing Governing Body (LGB)
- Each school will be led by its own headteacher as the norm
- Each CAT will have a Central Team – eg, CEO, CFO, Standards Officer, HR, Clerk and Admin which will develop as the CAT grows
- Part time specialist central staff, shared with Schools/CATs to ensure financial viability
- All conversions approved and overseen by Trustees Academy Committee



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3) Why are we doing this?

When considering Academisation each governing bodies decisions will be greatly influenced by a whole range of factors. Some of these factors may be regarded as real **opportunities** to strengthen the short and long term prospects of the school. Other factors may present as real or potential **threats** to the school moving forward. The motivation of governors in making key decisions will always be guided by what is best for their own school community. Please do not underestimate however that what is best for your school may impact even more positively other schools in our Catholic family.



Opportunities...

- We are all driven by **Canon 806** - 'schools being the best they can be' and by **Canon 795** – 'the common good of society'. Joining a CAT enables a school to continue its journey in a truly collaborative environment with like minded schools where children are nurtured in such away that they are able to develop fully, contribute positively to society and acquire a true sense of responsibility and freedom. Our unconditional support of the **vulnerable and the challenged** is what must marks us out from the maintained sector of schools that are our neighbours.
- Collaborative strategies on school improvement, curriculum, staff development, initial teacher training, resource planning and many more will certainly strengthen the capacity of individual schools as we move into an increasingly changing, challenging and uncertain education landscape.



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 remain core to Government's education & School improvement policy



4) Diocesan Trustees Academy Committee

The Diocesan Trustees have established a sub-committee of the Schools Committee to oversee the CAT programme.

- Rev Canon Michael Cooke VG (Chair)
- Canon Anthony McBride (Episcopal Vicar)
- Mary Hunter (Diocesan Trustee)
- Simon Smith (Director of Education)
- John Corrigan (Property Manager)
- Colin Mason (Academy Team)
- Mark Mountcastle (Academy Team)
- Advisory roles:
 - Vicki Hair (Browne Jacobson)
 - Deborah Dempsey (RSC Project Lead)



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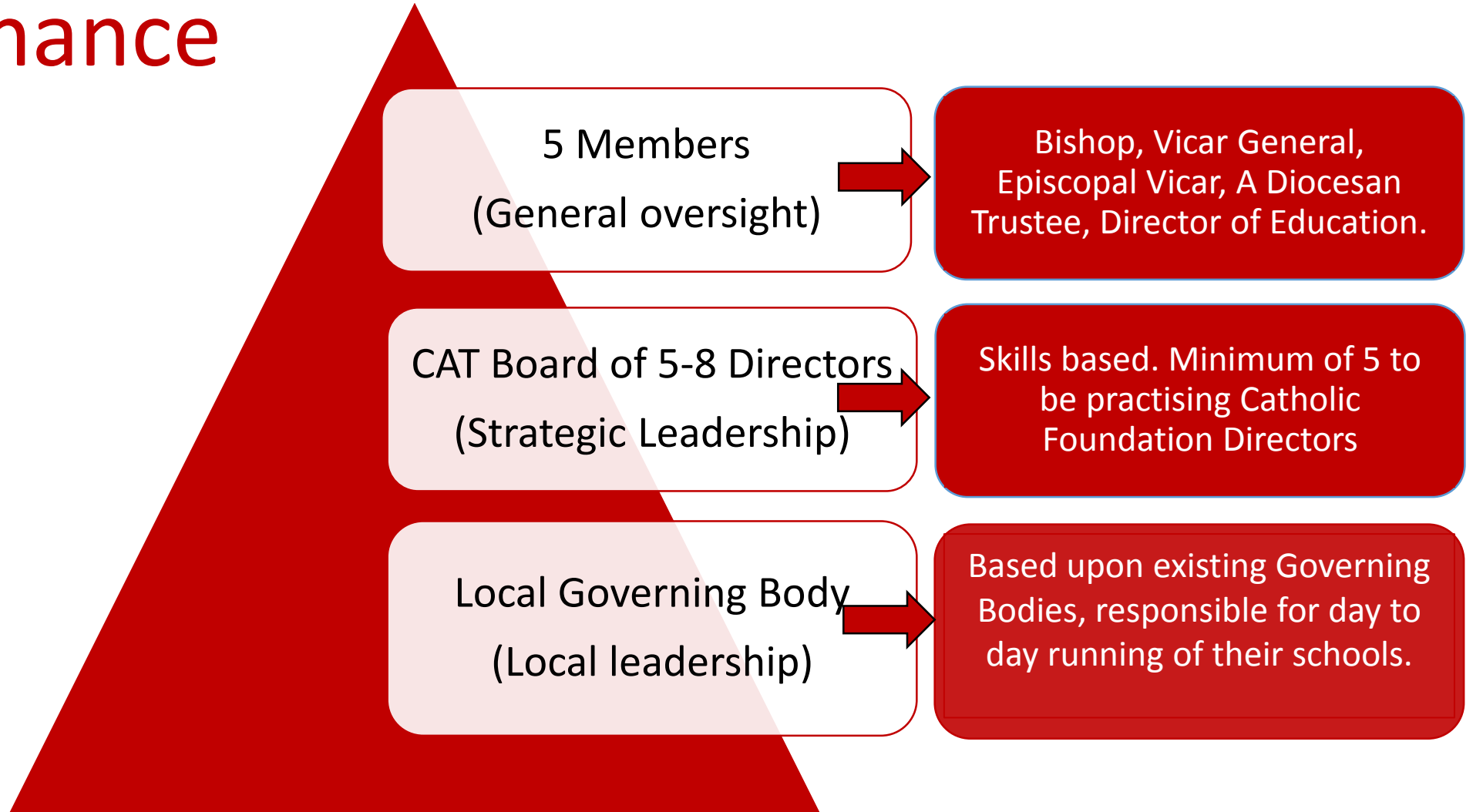
Name of Trust	Romero Catholic Academy Trust	St Theresa of Calcutta CAT	Emmaus Catholic Academy Trust
LA areas	Lancashire Blackburn w Darwen Calderdale	Rochdale Bury Bolton Wigan Salford	Oldham Tameside Stockport Trafford Manchester
Number of primary schools	48	60	59
Number of secondary schools	9	11	10



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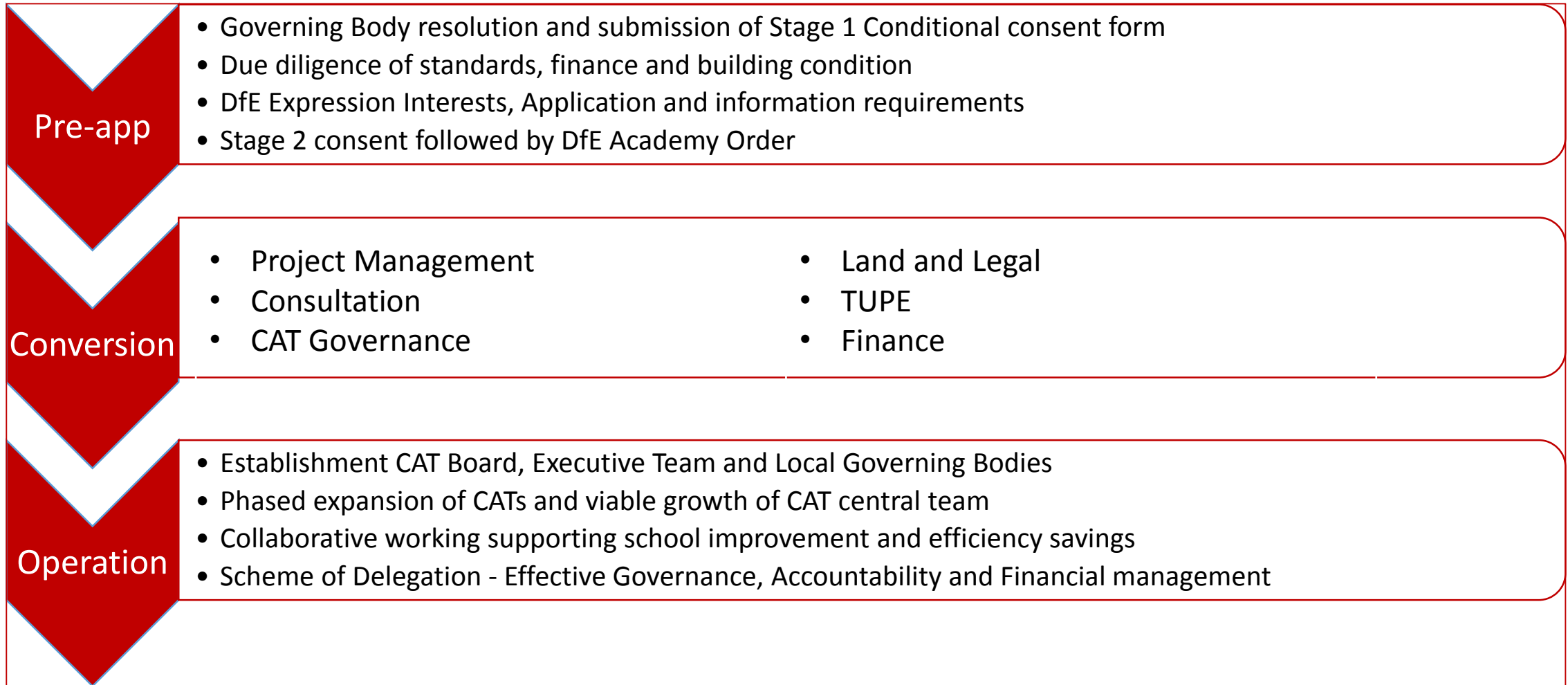
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5) Governance





6) Implementation





7) Estimated Conversion Costs

All schools receive a DfE grant of £25,000 to cover conversion costs

Examples of typical conversion costs	Costs
Legal Fees	£8,500
CAT Set up Contribution	£500
ICT software and Licences	£2500
LA conversion charge	£5000
Website and marketing	£1750
Total	£18,250



8) Progress in 2018 - 2019

- Autumn term Heads and Chairs briefings introduced idea of a revised 3 MAT model
- Officers attended many Governing Body/Headteacher meetings to clarify questions
- October 2018 the 'Northern' MAT (Lancs, BwD and Calderdale) approved by RSC
- November 2018 Academy orders approved for 5 schools to join 'Northern' MAT
- January 2019 Diocesan Trustees approved the 3 CAT model
- March 2019 Diocesan Trustees agreed CAT names:
 - St Teresa of Calcutta CAT – Rochdale, Bury, Bolton & Salford
 - Romero CAT – Lancashire, Blackburn with Darwen & Calderdale
 - Emmaus CAT – Manchester, Trafford, Stockport, Tameside & Oldham
- March 2019 DfE approval for two schools to join St Theresa of Calcutta CAT



9) Plans for 2019

- Work with interested schools to support the establishment/expansion of CATs
- Recruit further Foundation Directors to all trusts and Catholic Senior Executive Leaders (CSEL/CEOs) for Emmaus CAT and St Theresa of Calcutta CAT
- Work with Teaching School Alliances as strategic partners in developing our School Improvement strategy
- Provide Training programme for Foundations Directors and CEOs
- Communicate plans for 2019 - 2020 to all schools



Next steps.....

- As a Governing Body include CAT developments and updates on termly agendas
- Engage in any local steering groups or CAT development discussions
- Invite **Colin Mason** to meet with you to discuss any aspect of conversion
- GB resolution to further explore joining the CAT
- Complete Stage One conditional consent form

- Governors to consider skills sets for Foundation Directors and complete applications if interested



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Useful links and documents

[Diocese of Salford Map of CAT Areas](#)

[Salford MAT Initial Advice for Headteachers & Governing Bodies](#)

[Model Catholic Framework for School Improvement](#)

[Scheme of Delegation - Appendix 1 Governance Roles & Responsibilities](#)

[Directors Information and Application Pack](#)

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