



ST. JOSEPH'S CATHOLIC PRIMARY SCHOOL

HEADTEACHER: MR C BRIGGS

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SECTION 1: Academy Information

Which Schools are proposing to form the Harrow Catholic Academy Trust?

The 6 Schools working together and proposing to form the Harrow CAT are;

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

How will the St Joseph's Catholic Primary School benefit from forming the Harrow Catholic Academy Trust?

The aim of the Diocese's CAT Strategy is to protect, secure and develop the Church's mission in education.

Existing and prospective children in Schools within CATs will benefit in a number of ways, including;

- 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 is St Joseph's Catholic Primary School now proposing to become an Academy and form the Harrow Catholic Academy Trust?

The Governors and Headteachers of the 6 Harrow Schools have been working closely together for a number of years and have been considering the benefits of converting to an Academies and forming a Catholic Academy Trust.

In September 2017 the Diocese of Westminster published its strategy for Catholic Academy Trusts <http://rcdow.org.uk/education/academies-/>

The Strategy sets out of the reasons, benefits and structure of the Catholic Academy Trusts that the Harrow Schools could form.

We also believe the time is right in terms of reductions in funding and support from local authorities.

What are the Governance arrangements of the Harrow Catholic Academy Trust (HCAT) work?

The Diocese of Westminster will nominate 5 Members who will own the Memorandum and Articles and Association of the Trust, registered with Companies House.

The Members will include Cardinal Vincent Nichols, the Archbishop of the Diocese of Westminster, Bishop John Wilson, Auxiliary Bishop and Chair of the Education Commission of the Diocese of Westminster, Mr Paolo Camoletto, Chief Operating Officer/Financial Secretary of the Diocese of Westminster and JP Morrison the Director of Education for the Diocese of Westminster.

The Members will appoint a Board of Foundation Directors with strategic oversight for the Trust and Schools. The Foundation Directors will be comprised of Governors from across the 6 schools who wish serve on the Trust Board.

Each School will retain a Local Governing Body which with the Headteacher will be responsible for the day to day running of the School.

The Local Governing Body will have powers delegated from the Harrow CAT Board of Directors under an agreed Scheme of Delegation are accountable to the Board.

Will HCAT Have a Chief Executive Officer?

Yes, the Diocese has invited applications for the post of Catholic Executive Officer (CEO) to lead the Trust. Miss G Higgins, Headteacher of The Sacred Heart Language College has been appointed as CEO Designate, following an interview with the Diocese in July 2018.

The Headteachers of the existing Schools are accountable to the CEO, who in turn is accountable to the Trust Board.

Most day to day operations of the School will be delegated to the Headteacher and the Local Governing Body will include staff, parent and community representatives.

Will the School retain its individual ethos?

Yes, the Diocese is very clear that the individual ethos, character and good practices of each school are retained and that all the schools operate as equals supporting each other.

Each school is seen as central to its own community with the skills of each being used in a supportive way for all the others.

What is an Academy?

Academies are publicly funded independent schools that are not managed by a local authority but their funding and accountability is directly with the Department for Education (Department for Education).

When will St Joseph's Catholic Primary School become an Academy?

We would expect that the process will take 3-4 months, work is underway and the planned conversion date is 1st January 2019.

Why is there a consultation?

The Academies Act 2010 requires either the school to consult "such persons as they think appropriate" on whether the school should become an academy.

The Governing Body is working with the Governing Bodies of the other 5 Schools to consult with all key stakeholders about the proposed academy conversion including parents, staff, pupils and other schools over a 4 week period from 10th September to 8th October 2018.

Does the school need agreement from the Local Authority to become an Academy?

No. The Academies Act 2010 has removed the need for the Local Authority to approve plans for the school to become an Academy.

What form of relationship will exist between the Local Authority and the school?

This is for individual Academies or Catholic Academy Trusts to determine – there is no statutory requirement for any formal relationship between Local Authorities and Academies.

Academies are directly funded and accountable to central government (Department for Education and the Education Skills Funding Agency).

The Local Authority retains statutory duties for aspects of Special Educational Needs, admissions co-ordination and provision of home-to-school transport. Local Authorities are also expected to play a key strategic role locally in areas such as pupil place planning admissions and sharing good practice.

The Schools have good relationships with Harrow Council and will seek to maintain this in the future.

Are Academies subject to the same Ofsted inspection regime?

Schools converting to Academies will continue to be inspected in the normal way.

What is the process for St Joseph's Catholic Primary School to form the HCAT with its partner schools?

The conversion process includes the following key legal processes:

- Putting in place a Master Funding Agreement (MFA) between the HCAT and the Secretary of State for Education and a Supplementary Funding Agreement (SFA) for each School;
- Transferring the employment of the staff from the local authority to the HCAT following a statutory process (TUPE);
- Agreeing a Commercial Transfer Agreement for the transfer of assets and contracts from the local authority to HCAT and
- Arranging a 125 year lease for the land and buildings with the Diocese and/or local authority.

SECTION 2: Staff Issues

Does the school have to hold consultation with staff?

Under employment legislation the Governing Body which is the current employer will need to conduct a TUPE* consultation with all staff (both teaching and non-teaching) and the relevant unions as part of the staff transfer process.

*(*TUPE = Transfer of Undertaking – Protection of Employment)*

Can the school alter teachers' pay and conditions?

The terms and conditions of staff are protected on transfer under by the TUPE regulations. Academies do have the freedom to vary terms and conditions from national ones but the Diocese Strategy commits the Trust to abiding by Teachers' pay and conditions.

If the school becomes an Academy, who takes responsibility for the pension arrangements?

Teachers working in an academy fall within the scope of the Teachers' Pension Scheme (TPS), just as if they were employed in a Local Authority maintained school.

Non-teaching staff at schools are able to join the Local Government Pension Scheme (LGPS). This is administered by Harrow Council as at present.

Employees will pay the same rate as at present under both schemes, subject to any nationally imposed changes.

How will the TUPE process work and what specific responsibilities does the Governing Body have?

As the current employer the Governing Body is responsible for informing and consulting with staff.

The Governing Body is responsible for informing HCAT as the new employer of any 'measures' which will impact on their employment.

There are none planned in this case. HCAT writes to each member of staff confirming that they will transfer under existing terms and conditions

SECTION 3: Finance

Will we get more money as an Academy?

Academies receive the same amount of per-pupil funding as they would receive from the Local Authority as a maintained school

The Government is clear that becoming an Academy should not bring about a financial advantage or disadvantage to a school. However, academies do have greater freedom to decide how they use their entire budget, and Multi Academy Trusts are able to identify efficiency savings from enhanced partnership working.

SECTION 4: Admissions

Will becoming an Academy affect our admissions arrangements?

When a school becomes to an Academy it also becomes an admission authority responsible for its own admission arrangements. As the school is forming a Multi Academy Trust - HCAT will become the admissions authority.

In the same way as maintained schools, all academies and their schools are required to adopt clear and fair admission arrangements in line with the admissions law and the School Admissions Code.

Will Academies have to be a part of the annual coordinated admissions scheme? E.g. when the LA needs to find places for families relocating to the area etc.

Yes - Academy Funding Agreements require them to be in local coordination. That means although the academy will apply its own admission arrangements, the LA will send out offers of places. The Local Authority in Harrow also coordinates admissions for in-year applications and applications for year groups other than the normal point(s) of entry. This will not affect the Academy's right to determine which applicants have priority for admission. Academies are also required through their Funding Agreements to participate in local fair access protocols which help to ensure that no child is without a school place.

Can new Academies decide to bring in academic selection?

No, there will be no expansion of selection. Schools which already select some or all of their pupils may continue to do so when they become Academies, but schools becoming

Academies cannot decide to become newly selective schools.

SECTION 5: Special Education Needs

Will our responsibilities in relation to Special Educational Needs and exclusions change?

No. Responsibilities as an Academy in relation to Special Educational Needs and exclusions will be just the same as they are now as a maintained school.

Can a child with a statement of Special Educational Needs nominate an academy as their school of choice?

Yes. These arrangements and related processes must at all times comply with the School Admissions Code and responsibilities as an Academy in relation to Special Educational Needs will be just the same as they are now as a maintained school.

Does becoming an Academy change the way in which exclusions are dealt with?

Academies are required by their Funding Agreement to follow the law and guidance on exclusions as if they were maintained schools. This includes reporting exclusions to the Local authority. However, Academies do not have to consult the Local Authority before deciding to exclude a pupil and they can arrange their own independent appeals panel.

SECTION 6: Further Information

How do I find out more about the proposals?

Come along to the consultation meeting being held for parents at the School at 6pm on Tuesday 25th September 2018

A separate meeting is being held for staff.

Please complete and return the questionnaire page below to the School office by 8th October

If you would prefer to complete it and return it by email to [office@stjosephs.harrow.sch.uk] or in person or by post to the School Office.

***Mr B Byrne
Chair of Governors
St Joseph's Catholic Primary School
September 2018***

St Joseph's Catholic Primary School Academy Consultation Questionnaire

1) Please tick the box(es) that best represent you?	
Parent	
Employee at the School	
Member of the Community/Local Resident	
Local Authority Employee	
Other	

2) Do you agree that the St Joseph's Catholic Primary School should convert to an Academy and form Harrow Catholic Academy Trust (by entering into a Funding Agreement with the Secretary of State)?	
Strongly agree	
Agree	
Disagree	
Strongly disagree	
Please give your reasons below	

3) Do you have any other comments to make about the proposal for St Joseph's Catholic Primary School becoming an Academy and forming the Harrow Catholic Academy Trust?

If you need more room for comments, please feel free to attach a separate sheet.