

Cardinal Pole Catholic School

Questions and Answers from Staff and Parent Consultation events

Questions and Answers from the Staff consultation meeting on 31st January 2024

Q1	Will staff be expected to work in other schools.
A1	No, staff cannot be asked to work in another school. Your contract of employment states your place of work as your host school. Staff may wish to benefit from CPD or secondment opportunities to work in another school in the CAT, but this will only be if they consent to do so.
Q2	Will the times of the school day change
A2	No. This will be determined by the school not the CAT.
Q3	Will we introduce managed moves with Bishop Challoner if we are in the same CAT.
A3	Yes, we have already commenced this with Bishop Challoner and can develop it further within the same CAT.
Q4	Will this change the date of our next Ofsted inspection?
A4	Yes, converting on 1 st September will put us back into a window of circa 3 years following 1 st September 2024.
Q5	Will our half term holiday dates change?
A5	No.
Q6	Will we need to change to a different Trade Union?
A6	No
Q7	Will all future pay rises continue to be applied?
A7	Yes, we are planning TUPE now and all staff will transfer on Burgundy book and Green book terms and conditions and STPCD continues to apply. All Diocesan CATs continue to apply all pay rises in full.
Q8	Will our feeder primary school change?
A8	No. In time the CAT Board may look at Admissions and give preference to named feeder schools within the CAT, however, parents will continue to have choice in where to apply.
Q9	Why are we forming a new CAT rather than joining an existing one?
A9	The 204 schools in the Diocese are set in 11 Family groups. The CAT strategy is that all schools will join a designated Family CAT. Hackney and Tower Hamlets Schools are in Family 9. There is no existing CAT in Family 9 and these 5 schools will be the first to set it up for other schools to join.

Questions and Answers from the Parents consultation meeting on 31st January 2024

Q10	Will the school have more money as an Academy?
A10	No Academies receive the same per pupil funding as other schools. We will, however, have more control of our money which will be paid to us direct by the ESFA and not via the LA.
Q11	Do you have any KPIs or estimates of the efficiency savings that will be realised?
A11	<p>We do expect to achieve some economies of scale through joint procurement, but it is very hard to quantify these currently.</p> <p>There are also other financial benefits in terms of greater access to capital funding for a CAT of over 5 schools and 3000 pupils, we will also no longer need to make a 10% contribution towards capital works and can reclaim the VAT.</p> <p>However, the reason to form the CAT is not solely financial, and the schools will benefit from greater collaboration and resilience against falling rolls.</p>
Q12	What will the day-to-day impact be on students?
A12	Initially it will be very little as the immediate changes are to the legal structure, back-office systems, and governance.
Q13	Will our feeder primary school change?
A13	No. In time the CAT Board may look at Admissions and give preference to named feeder schools within the CAT, however, parents will continue to have choice in where to apply.
Q14	Will this affect links with Higher Education institutions?
A14	<p>We are always looking to establish specialist links with universities and develop pathways for our students as we have done with University of Hertfordshire.</p> <p>With 2 Secondary schools in the CAT the need and the capacity for this will only grow.</p>