



Diocese of Westminster



CARDINAL POLE
CATHOLIC SCHOOL

Catholic Academy Trust Consultation

31st January 2024



St. John Bosco

Friend of the young,

Teacher in the ways of God,

**Your dedication to empowering the
needy inspires us still.**

**Help us to work for a better world,
where the young are given the chance
to flourish, where the poor's dream for
justice can come true, and where
God's compassion is shown to be real.**

Amen.



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Welcome and Introductions



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*



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OUR MISSION

‘Cardinal Pole Catholic School is a community of **service** guiding young people on a path to **opportunity, aspiration, and reward**, founded on Catholic values.’

S **O** **A** **R**
SERVICE OPPORTUNITY ASPIRATION REWARD



- 80% of secondary schools, 40% of primary schools and 44% of special schools in England are academies (as of October 2023).
- All Catholic Dioceses in England have plans in place to form Catholic Academy Trusts for all their schools in order to strengthen and protect Catholic Education.
- The DfE (White Paper) has stated that all schools in England should have plans to join (*if not already be in*) a MAT (Multi-Academy Trust) by 2030.
- There are currently 50 Academies in 8 CATs across the Diocese of Westminster, with growing engagement in all Family areas.
- All schools in this Diocese will have plans to join a CAT by 2025.

CAT Strategy in Context



The Diocesan Vision For The CAT Programme



To be inclusive and open to all Catholic schools in Hackney and Tower Hamlets.

To provide pupils with the best life chances and educational outcomes in Catholic communities imbued with gospel values.

Develop professional expertise by recruiting and retaining the best staff.

Develop existing links and partnerships with other schools.

Benefiting from shared economies of scale and efficiency savings.

School leaders, teachers and Governors can combine skills, share thinking and tackle challenges together.

Protect, secure and develop Catholic education.

How else could we benefit?

Economies of scale

Greater access to capital funding

Shared back-office functions

Greater collaboration between schools

Recruitment and retaining staff

Protect, secure and develop Catholic Education through a network of Family CATs supporting schools.





Our Proposal....

Is that



- Cardinal Pole Catholic School
- Bishop Challoner Catholic School
- St Elizabeth's Catholic Primary School
- St Monica's Catholic Primary School
- St Anne's and Guardian Angels Catholic Primary School



Form a new Catholic Academy Trust to be known as **Lux Mundi Catholic Academy Trust**

In time all Catholic the aim is that schools in Hackney and Tower Hamlets will join the **Lux Mundi CAT**.

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



Current admission
policy will continue
to apply



The timings of the
current school day



The terms and conditions of your employment
(*Employer becomes Lux Mundi Trust*)

What Will Change?



**The legal
status and
governance
arrangements**



**The current
Governing
Body will
become a
Local
Governing
Body**



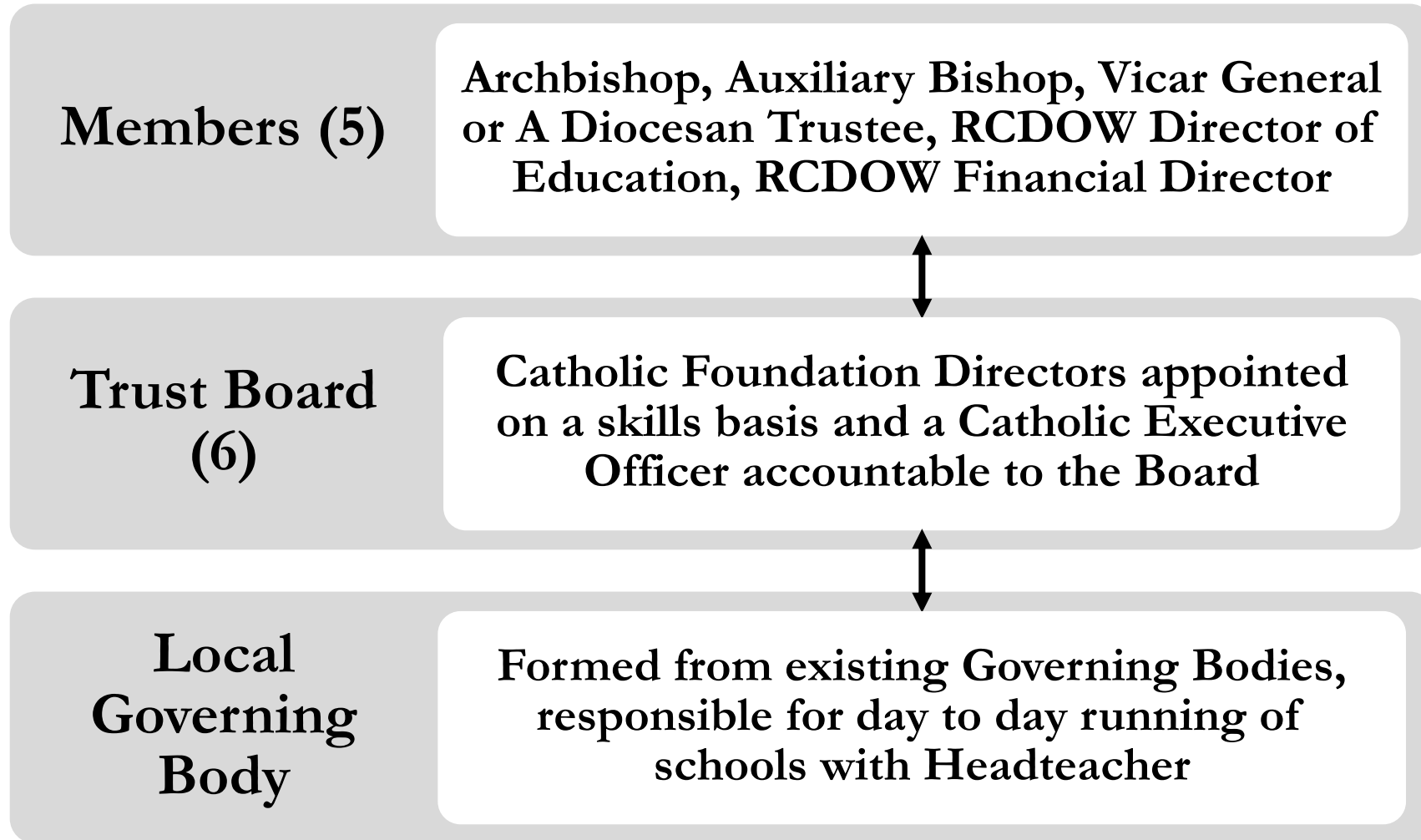
**The Trust
Board will
have strategic
oversight**



**CEO will
lead the
strategic
development
of the Trust**



**Funding
direct from
ESFA not
through the
Local
Authority**



Organisational Structure



Members (5)

Trust Board (6)

Catholic Executive Officer

Chief Financial Officer

Academy Headteachers

**Local Governing Bodies
(8 FG, 2 Parent, 1 staff & 1
LA and 1 co-opted)**

Why Now?



**Preserve the future of
Catholic Education**



**Opportunity to shape
the local agenda**



**Growing pressures on
School budgets**



**Falling roll in parts of
the Diocese**



**Reduction in capacity
of Local Authorities
to support schools**



**Central to national
education policy**





What Are The Next Steps?

Consultation ends 9th February

Results reported to School's Governing body in February/March

Governors to review and decide whether or not to proceed

Hold a TUPE consultation with unions and staff

Transfer land, existing SLAs and contracts to the CAT

Introduce Trust wide Finance system

Target Conversion date of 1st September



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YOUR QUESTIONS



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**Thank you for your
time and contributions.**