



ST RICHARD REYNOLDS
CATHOLIC COLLEGE

VIDETE BONA DOMINI

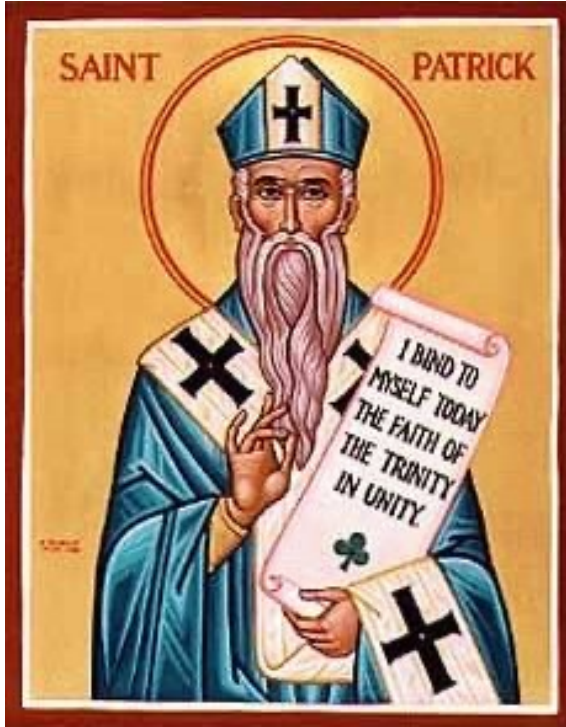


Ascension Catholic Academy Trust Conversion Consultation Evening

Thursday March 17th



Prayer



May the Strength of God pilot us.
May the Power of God preserve us.
May the Wisdom of God instruct us.



Cardinal Vincent Nichols



How collectively we can protect, secure and develop the Church's mission in Catholic education?

Strong CATs enshrine the principles of solidarity and subsidiarity which underpin Catholic Social Teaching. CATs are secure, self-sufficient and outward-looking. With their strong focus on their particular locality, they provide the resilience our sector needs to preserve and promote the integrity of pupils' Catholic education in the Diocese. This is the fundamental point of Catholic Academy Trusts.

Our generation inherited a thriving Catholic sector. We have a profound responsibility to consider and adopt a strong framework which allows us to bequeath our schools – intact and strengthened – to our successors. CATs enable us to meet that challenge.



In simple terms

We are stronger and more resilient if our schools work cooperatively. So, let us not do apart what we can do better together.

Subsidiarity is key:

each school will retain its own identity, ethos and distinctive character





The Diocesan Vision



Diocese of Westminster

Vision for the CAT programme



- Develop CATs across the Diocese to protect, secure and develop Catholic education for generations to come;
- To be inclusive and open to all Schools in the Diocese;
- To promote strong bonds of collaboration and accountability improving educational outcomes and opportunities for all children, staff and families in our schools;
- Create opportunities to develop the professional expertise of staff to aid the retention and development of the best staff within the Trust
- Schools will maintain and further develop existing links and partnerships with other Schools.
- Family four CAT – Hounslow, Richmond and Surrey schools



The proposal



The Governors of SRRCC believe that the time is now right to convert our two schools to Academies and to form the Ascension Catholic Academy Trust (CAT) with our partner schools. It is proposed that the CAT will initially comprise of the following schools:

- Our Lady of the Rosary Catholic Primary School (Staines)
- St Ignatius Catholic Primary School (Sunbury-on-Thames)
- St Michael's Catholic Primary School (Ashford)
- St Paul's Catholic College (Sunbury-on-Thames)
- St Richard Reynold Catholic Primary School (Twickenham)
- St Richard Reynolds Catholic High School (Twickenham)



What will change?



The legal status and governance arrangements for the schools:

- The current Governing Body will become a **Local Governing Body** who are accountable to the Ascension CAT Board of Directors;
- The **Trust Board** will have strategic oversight for the finance, standards and the physical environment (Capital) of each individual academy within the Trust;
- A **CEO Designate** is in place who will be accountable to the Trust Board and will lead the strategic development of the Trust;
- **Funding** will come direct to the school from Central Government, rather than via the Local Authority.



What will not change



- The identity, character and ethos of each school;
- The staff team: headteacher, senior leaders, teachers, teaching assistants and school support staff. The terms and conditions of employment for staff will remain unchanged.
- Our uniform and curriculum
- Governors will continue to serve on a Local Governing Body;
- The current **admission policies** will continue to apply; Local Governors will retain the ability to set admissions arrangements;
- The College will remain part of the co-ordinated admissions process through the Local Authority.



Governance Structure

Members (5)

Archbishop, Auxiliary Bishop, Vicar General or A Diocesan Trustee, RCDOE Director of Education, RCDOE Financial Director



Trust Board
(8)

Eight Catholic Foundation Directors appointed on a skills basis and a Catholic Executive Officer accountable to the Board



Local
Governing
Body

Formed from existing Governing Bodies, responsible for day to day running of schools with Headteacher



The benefits

- Improved educational opportunities and outcome by sharing best practice across the Trust
- Reduce financial risk to schools within the Trust by seeking efficiencies at a time of growing financial pressures;
For example: centralised HR and financial functions, savings on maintenance contracts, professional service contracts and purchasing etc.
- Improved opportunities for staff with the sharing of good practice and expertise, richer professional development and training, better recruitment and retention through improved career progression
- Consistent clear, robust and effective Governance at Trust and Local Governing Body levels;
- Protect, secure and develop Catholic education across the Diocese.
- Control over capital funding
- Ability to claim back VAT
- Potential sharing of supply teachers
- Potential co-ordination of SEND provision



Key Benefits summary

1. Preserve and strengthen our Catholic ethos
2. Share good practice
 1. Reduce administrative burden
 1. Realise financial efficiencies





Why now?

- An opportunity to work with the Diocese and other Catholic schools to shape and preserve the future of Catholic education in Hounslow, Richmond and Surrey;
- A desire to be innovators and play a part in the shaping/ setting of the local agenda;
- There has been and will remain severe pressure on school budgets;
- The Global pandemic has exacerbated the financial pressures on central government which are likely to be shared across all public sectors including schools;
- Reductions in capacity of Local Authorities to provide adequate resources to support schools;
- This is the Cardinal's wish and vision for schools in the Diocese
- Academies as part of collaborative Trusts remain a central plank of current national education policy.



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Questions





Next Steps



- Consultation period open for comments /questions. Concludes on 1st April 2022.
- Governors to review consultation results and decide whether or not to proceed;
- If Governors approve conversion next steps are;
 - to hold a TUPE consultation with staff,
 - transfer land, existing service level agreements and contracts to the Trust
 - Introduce common platforms for management and finance systems across the Trust;
- Earliest conversion date is 1st September 2022.



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