



Conversion to Academy Status as part of Our Lady and All Saints Catholic Multi-Academy Company

The Governing Body of St Augustine's Catholic Primary School published its intention to convert to academy status as part of the Our Lady and All Saints Catholic Multi-Academy Company on 16 September 2019 and consulted the following stakeholders:

- Parents
- Staff
- Students
- Parishes
- Other Schools
- Local Authority

Stakeholders were directed to a Consultation Information for Parents and Parishioners leaflet posted on the school website (see Appendix One) as well as invited to attend a Consultation Meeting on Tuesday 17 September 2019. Furthermore, all stakeholders were invited to respond to academies@bdes.org.uk throughout the whole consultation period.

The consultation period took place between Monday 16th September 2019 and Monday 14th October 2019.

St Augustine's - Parent/Parishioner Feedback/Comments following meeting held on 17 September 2019:

In attendance: Mrs Foley, Headteacher
 2 - Governors
 2 - Staff
 1 – Parent
 2 – Other

Note: comments in **RED** offer further clarification from the MAC Development Project Manager following their appointment after the consultation period had ended.

Question	Response
If one school fails does the MAC fail? Would staff be pulled from the good and outstanding school to go to the failing school?	Not necessarily, we will be coming on to that during the presentation.
How does the academy pool the resources? It's a mathematical certainty that it will have an effect on the good / outstanding school?	<p>Example of Phonics Partnership given – how staff members have supported other schools through CPD, coaching and how this did not have an effect on our school and our phonics results.</p> <p>The MAC will ensure that the finances of each school upon transfer will be ring-fenced to the individual school. Funding per individual school will be ring-fenced going forward too. There will ultimately be a central charge for the MAC to individual school budgets– this already currently takes place via the Local Authority. The amount of funding for the MAC from each school has yet to be determined by the Shadow Board of Directors, albeit</p>

	<p>this will require to demonstrate best value in accordance with Department for Education (DfE) and Educations Skills Funding Agency (ESFA) criteria.</p> <p>The purpose of the MAC is to provide a greater resource to each individual school, including those that are currently good or outstanding. This is ultimately for the benefit of the children attending these schools, the staffing working there and the community in which it serves.</p>
<p>We are talking about a fundamental change and the mechanism that will have the biggest impact. If there is a conflict/need how will it work? Pooling of limited resources and then you have to support a failing school how will this work- these are my fears.</p>	<p>It is an expectation of the DfE that the MAC will intervene should there ever be a need to in a failing school. Currently, the majority of schools proposed to be a part of this MAC are good or outstanding, albeit there is one school that is categorised as requires improvement. Due diligence to ensure that the MAC has capacity to support all its proposed schools going forward is currently taking place, which includes reference to the latest Ofsted criteria. The MAC will be eligible to apply for additional grant funding to enhance education further during its start-up period.</p>
<p>New person in charge who will be responsible for the strategic direction of the school, who will be at the Board level?</p>	<p>There will be the appointment of a Catholic Senior Executive Leader (CSEL) who will be in charge of the strategic direction of the MAC. This person will be appointed by the Diocese and Shadow Board of Directors. The Board of Directors are volunteers but will have to have key skills to be approved to join the Board by the Diocese.</p>
<p>If a great teacher leaves then the school will suffer – how will this work?</p>	<p>Teachers can leave whether or not they work in a MAC! The intention is that the MAC will have more persuasion to keep great teachers due to them being able to offer enhanced CPD opportunities.</p>
<p>Can you say that the MAC will attract more funding?</p>	<p>It won't attract more funding, but there will be an initial injection of funding per pupil.</p>
<p>John Henry Newman are already in an academy with Bishop Challoner.</p>	<p>It is a different type of Academy. John Henry Newman were struggling and were placed with Bishop Challoner. The intention of our MAC is to reach 3,000 pupils to receive increased funding (£115 extra per pupil). Schools wouldn't have to bid for additional funding as wouldn't have LCVAP funding e.g. our roof repair work</p>
<p>Are the directors teachers?</p>	<p>They are from a range of back grounds and there will be a Catholic Senior Executive Leader (CESL). There are two paid posts needed within the MAC– the CSEL and the Finance Directors. The Board of Directors will be volunteers.</p>
<p>Currently we pay into the LA (top slice) How is their autonomy of the school?</p>	<p>There is still autonomy as currently the Headteacher is accountable to the Governors.</p>
<p>Do the archdiocese have the responsibility for funding? Jesus Christ is not at the centre of what you are saying as it appears to be more like a business, it's about pooling of resources and the commercial venture What is in it for the children?</p>	<p>To a certain extent what you say where it has been mentioned here before that 'Education is a marketplace' and we have to protect our Catholic schools as best we can. Yes there is a commercial pressure but we have to engage and protect our children to a certain extent and yes there are weaknesses</p> <p>In accordance with government policy, there is an expectation that the resources for the children will be enhanced through funding streams open to academies that are currently not available to voluntary-aided/maintained schools, eg. School Condition Allocation monies. In addition, the MAC family of</p>

	schools will ultimately have a wider range of skills and expertise within it should there be a need for support in any one of their schools. Opportunities for joint procurement to gain economies of scale will further ensure that additional resources are directed back into the classroom.
What are the 5 main benefits for an academy?	Please refer to the presentation made and Appendix One.
Is the aim that the academy will begin next September?	Yes, that is the aim – September 2020 start
So it's less than the year. How is there going to monitoring that converting to an academy will be a successful process? The mechanism for monitoring, reversal needs to be part of the process.	The Secretary of State for Education is the person who approves conversion to the MAC. The process is very rigorous to obtain such approval for which the MAC, with support from the Diocese, will need to work on pre-conversion. This will include scrutiny from the Department for Education (DfE) Education Skills Funding Agency (ESFA), and Regional Schools' Commissioner (RSC) during the lead up to the MAC opening.
Will Safeguarding still be from the LA/Government?	LA Safeguarding will continue to work with the school. EHCP will continue through the LA. Admissions will continue – school place applications will go through the LA.