



St. John of Beverley R.C. Primary School

a Diocese of Middlesbrough School

Wilberforce Crescent, Beverley, East Yorkshire, HU17 0BU, 01482 882487

stjohnofbeverley.primary@eastriding.gov.uk

www.stjohnofbeverleyrcprimary.org.uk

follow us on Twitter @stjohnofbev

Dear Parents / Carers

Many of you will be aware of the considerable changes in the organisation of schools and the systems to support them in many areas of the country, including within Yorkshire. In light of these changes, the school's Governing Body has been considering the future of the school and the options that we can take to achieve the best outcomes for every child's education at St John of Beverley and to ensure that the school continues to thrive. After considerable discussion, it has been decided to explore the potential for converting to a Catholic Multi Academy Trust (CMAT).

A CMAT is a partnership of Catholic schools that work together under a formal agreement for the benefit of all schools in the partnership, with a view to securing and strengthening our Catholic schools and preserving their ethos. Within the diocese of Middlesbrough, St John of Beverley RC Primary School would form a partnership with:

One secondary school : All Saints in York
Seven primary schools:
Our Lady Queen of Martyrs, York
St Aelred's, York
St George's, York
St John of Beverley,
St Mary's, Market Weighton
St Mary and St Joseph's, Pocklington
St Wilfrid's, York,

Information on the structure and implications of a CMAT is still being gathered and no final decisions have been made by governors. The governing body wants to include all parents and stakeholders in the process so that decisions we make benefit from your valuable input and are based on what is best for our school community.

On the reverse of this letter are the answers to some Frequently Asked Questions which we hope you find helpful.

Yours sincerely,

Head teacher

Chair of Governors



Multi-Academy Trust Consultation Frequently Asked Questions

General

1. What is a multi-academy trust?

A multi-academy trust (MAT) is where a number of academies join together and form a single trust with a board of directors answerable to the trust's members. Members of the trust are responsible for the strategic oversight of the academy. They appoint and work closely with the trust's directors who determine the policies of the trust, monitor the effectiveness of each academy within the MAT, manage central services where appropriate and report to the Secretary of State. They work to ensure that each academy is performing to the best of its ability and it gets the support it requires. The MAT enters into a supplemental funding agreement with the Secretary of State in respect of each academy within the MAT. Each of the academies in the trust has its own local governing body which has authority delegated to it by the directors.

2. Are other schools also creating MATs?

Across the country there are MATs with many academies joined together. This seems to be very much the way that education is going as academies work more closely together for the benefit of the students in a local area. Currently within the Middlesbrough Diocese 28 out of 54 schools are part of a CMAT.

3. What are the benefits of forming a MAT?

There will be several benefits:

1. High quality governance with a clear focus on strategic development, teaching and learning and accountability;
2. The opportunities for teachers and support staff to share good practice and to benefit from a common professional development programme that adds real value to the education of all the students in both academies;
3. Efficiencies in administrative functions and joint procurement; this will help us in these more austere times to the advantage of the students.

5. Will other schools join us?

The Government's preferred model is for a MAT of two or three secondary academies and, possibly, two or three primary academies. The Bishop has stipulated that the following schools would be eligible to join any Catholic MAT formed out of the York Cluster:

1. One secondary school:
 - a. All Saints in York
2. Seven primary schools:
 - a. St Aelred's,
 - b. St George's,
 - c. Our Lady Queen of Martyrs and
 - d. St Wilfrid's
 - e. St John of Beverley,
 - f. St Mary's in Market Weighton and
 - g. St Mary and St Joseph's in Pocklington.

6. Do we need to get permission to convert to a MAT?

We will need to obtain the permission of the Secretary of State for Education, via the Education Funding Agency (EFA). The EFA requires the academy trust to prepare a business case which sets out:

1. The details of the change including any potential issues/risks;
2. When it would like the change to be implemented;
3. The effect on other schools, academies and educational institutions within the immediate locality;
4. An overview of the responses to the consultation including the degree of Local Authority support;
5. An overview of the finances of the schools likely to be involved.

7. Do we need to consult?

The Department for Education guidance on making significant changes requires the academy trust to consult with the main interested parties, including the Local Authority, for a minimum period of four weeks before submitting a business case to the EFA. We will be consulting with a full range of interested parties including staff, parents, local primary and secondary schools and academies, City of York Council, East Riding Council, and the Diocese itself.

8. What changes do we need to make to become a MAT?

There are three main changes which we need to undertake:

1. Prepare and adopt an Articles of Association which meets our needs, is approved by the Diocese and is sufficiently robust to meet MAT requirements;
2. Enter into a Deed of Variation to adopt the MAT funding arrangements;
3. Gain approval for the different governance structure for our MAT as part of the business case.

9. If we proceed when will the change be made?

Subject to the outcome of the consultation and the individual Governing Body vote along with approval from the Diocese the Catholic MAT.

Staff

1. What happens to terms and conditions?

All Staff will TUPE (Transfer Undertakings Protection of Employment) across to the new CMAT under their existing terms and conditions of employment. Therefore, there will be no change to staff terms and conditions of employment or their pay. The MAT will honour the national teachers' pay and conditions and teachers' pension scheme arrangements for as long as they continue to exist and will also ensure that local government pension scheme arrangements stay in place for support staff.

Any TUPE staff applying for vacancies in the MAT after the transfer will be expected to move onto MAT standard terms and conditions.

2. Will the staff be expected to work across the MAT regardless of school?

Nobody will be asked to work in a different school if they did not wish to do so although there will be professional development opportunities for staff across the MAT to gain experience of teaching/working within a different context.

3. How will it work for new staff?

New staff will be employed by the MAT and, in theory, could work at more than one school within the Trust as part of their conditions of employment.

Parents

1. What changes will I see?

2. Will teachers work at different schools within the MAT?

Generally all staff will remain in their own school. Being part of the MAT will provide many professional development opportunities. Skills will be shared and good practice will spread between the academy schools. There will be some exchange of staff on these occasions for training and professional development purposes.

3. How does the admissions process work within the MAT?

The admissions arrangements will not change as a result of the conversion to a Catholic multi-academy. Details of the School's Admissions Policy can be found on the School website under the "Admissions" tab.

4. Will there be any changes to the curriculum?

Within the MAT individual academies will be responsible for their own curriculum development. Senior leaders will report to the local governing bodies as they do now about any decisions which may need to be made. However, we shall look to have common examination boards for external examinations (if appropriate) so that teachers can work together more closely to encourage the sharing of good practice and new ideas.

5. How do I take part in the consultation?

At a later date The Governing Body will consult with all interested parties and the wider local community.