


BUSINESS MODEL FOR MAC'S

WHAT IS A BUSINESS MODEL?

a plan for the successful operation of a business, identifying sources of revenue, the intended customer base, products, and details of financing.

- ▶ Sources of revenue – EFA funding, governed by our articles. Additional revenue via hire of facilities (lettings) Provisions at a cost to others (IT provision, training school)
- ▶ Customer base– Our pupils
- ▶ Products – Our outcomes
- ▶ Details of financing – systems to operate within budget by managing income and expenditure


What is the best business model that suits your MAC?

- ▶ One size does not fit all
 - ▶ Understand your business needs
 - ▶ You need to assess the strengths and weaknesses; building a model that will be sustainable, affordable with growth potential
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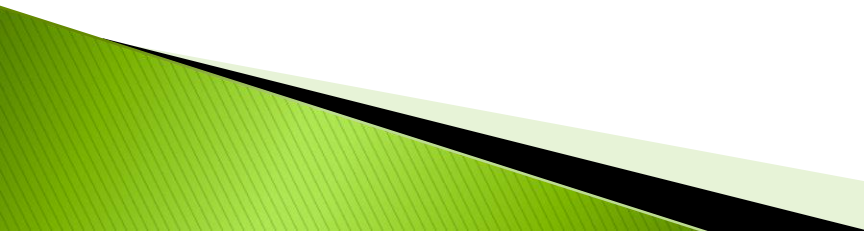
Key questions to address



Benefits

- ▶ Streamline and make core business functions more efficient and effective (potential savings)
 - ▶ Take off 'burden' from Principal/Headteacher workload
 - ▶ Develop staff, opportunities for cross phase appointments and working
 - ▶ Decisions making and policy setting seamless
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BISHOP CLEARY CATHOLIC MAC STRATEGIC SITE

- ▶ No extra staff – Site Managers / Caretakers
 - ▶ Support each other, no longer part of LA pool, support each other during any absence or summer work
 - ▶ Regular meeting for this group to plan large scale projects
 - ▶ Generated 1.2 million in funds to support primary academies in maintaining their sites
 - ▶ Available to support on emergency situations with boilers or breakdowns
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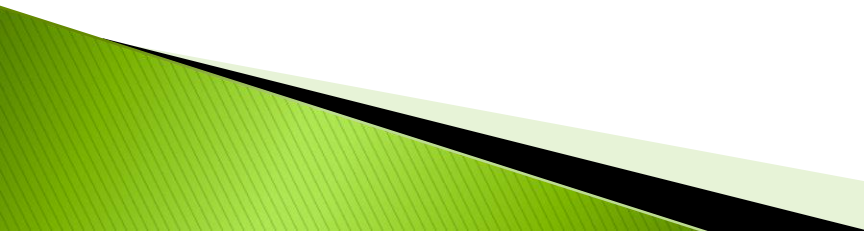
BISHOP CLEARY CATHOLIC MAC STRATEGIC PERSONNEL

- ▶ Centrally place adverts and manage recruitment
- ▶ DBS Register held centrally, noted as 'outstanding' practice in all Ofsted inspections
- ▶ Joint working with Office Managers/Personnel Office for seamless process – no need for Principals to have this burden, checked off by Business Director
- ▶ Standardised letters from central office personalised coming from individual Principal, but signed off by Business Director
- ▶ Completed Equality Audit – pay model designed to meet MAC needs
- ▶ Performance related pay attached to appraisal cycle mirrored with Teaching colleagues
- ▶ Every support member of staff with competency attached to JD, which have been standardised across the MAC
- ▶ Pay Policy and all personnel policies in line with company direction updated by Business Director


BISHOP CLEARY CATHOLIC MAC STRATEGIC FINANCE

- ▶ Structure set up with full support from Business Director and MAC Accountant freeing up Principal for decision on spend only
 - ▶ Budget planning made seamless with all reports on staffing and expenditure made available with recommendations
 - ▶ Audits led by finance staff with no additional burden for Principals
 - ▶ Systems in all Academies mirrored for efficiency and effectiveness
 - ▶ Policies and practice led by Business Director and operated by finance staff
 - ▶ No increase in staffing costs for Academies
 - ▶ Efficiency gains by MAC buying power
 - ▶ SLA's negotiated as a Company – no requirement for Principals to deal with individual service provisions
 - ▶ Cost savings for appointments of staff
 - ▶ Cross phase appointments
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BISHOP CLEARY CATHOLIC MAC GOVERNANCE AND LEADERSHIP

- ▶ Clear lines of accountability and decision making between Board of Directors, Sub Committees of the Board and Local Academy Committees
 - ▶ Away Days for Governance and Leadership groups
 - ▶ Away Day for All Staff in the MAC
 - ▶ Principals and Business Director working group
 - ▶ Clarity on Policies that are agreed at Local and Director level – lists maintained and regularly updated
 - ▶ Clerking services meeting the needs of the MAC
 - ▶ IT platform created for electronic papers for all levels of Governance
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BISHOP CLEARY CATHOLIC MAC OTHER

- ▶ Websites and systems aligned for IT provision
 - ▶ MAC IT provision for all user
 - ▶ MAC Pastoral provision across both phases, joint appointments, ie psychologist, Attendance Officer, Safeguarding Officer
 - ▶ MAC induction programme for all new starters
 - ▶ Moving catering to MAC provision – to be actioned
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Summary

- ▶ Invest time in establishing the best business model that meet the needs of your MAC
 - ▶ To avoid costly routes think about how the core services are to be structured and delivered in your MAC
 - ▶ Review existing provision and what works well and how to build on good practice
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