



Diocesan Academy Strategy



‘In order to secure, protect and improve Catholic Education, the Trustees of the Archdiocese have made the decision that our Schools need to move into a family of Catholic Schools that are fit for the Catholic mission of education and that are protected and secured within a formal and legal framework. Essentially this means formally uniting Catholic Education (3 – 19) in a sustainable school improvement structure. It is the expectation of the Archbishop and Trustees that all Catholic Schools under the Trust Deed, will in time, convert to Academy status.’

The Context

- 237 schools, 201 Primary Schools (including 3 First Schools), 1 Middle School, 1 All Through School and 34 Secondary Schools)
- 13 Local Authorities
- 84,000 children (46,000 in Academies = 54%)

Date	Academies	MACs
October 2014	57	11
April 2015	77	15
March 2020	114	18
September 2020	136	19

The Model – For the Common Good of All

- A family of Catholic Academies (3 – 19) consisting of individual academies run by a Board of Directors (with Local Governing Bodies)
- The Catholic character and ethos of each School is protected by a binding legal framework of conversion documents
- Requires an authentic generosity of spirit from Heads and Governors based on a common set of Catholic values within and across a MAC family of Schools
- Formally uniting Catholic Education in a sustainable school improvement structure

Current situation (1)

All Schools

Total number of students in all Diocesan Schools as of January 2019	84,286
Total number of students being educated in Academy Schools to date	45,875 (54%)
Projected number of students being educated in Academy Schools by September 2020	53,475 (63%)

Current situation (2)

Secondary Schools

Total number of students in all Diocesan Schools Secondary as of January 2019	35,749
Total number of students being educated in Academy Secondary Schools to date	23,174 (65%)
Projected number of students being educated in Academy Secondary Schools by September 2020	26,351 (73%)

Current situation (3)

Primary Schools

Total number of students in all Diocesan Primary Schools as of January 2019	48,537
Total number of students being educated in Academy Primary Schools to date	22,701 (47%)
Projected number of students being educated in Academy Primary Schools by September 2020	27,124 (56%)

Key Characteristics of a successful MAC (1)

Effective and sustainable 'join' of Catholic Education (3 – 19) –
'seamless Catholic Education'

Stronger Catholic identity in the local area – 'Better Together'

Increased clarity of Leadership roles and responsibilities

Improved capacity for Governance at all levels

Educational standards show a higher level of pupil
achievement and experience (Ofsted report evidence)

Key Characteristics of a successful MAC (2)

Successfully retaining and developing potential and existing Catholic Leaders

Development of a Central Team facility and ethos, freeing up Leaders at School level to focus on teaching and learning

Improved financial sustainability

Part of a sustainable self-improving Catholic School Improvement structure

Increased ability to be more creative to improve the pupil experience

Some additional considerations

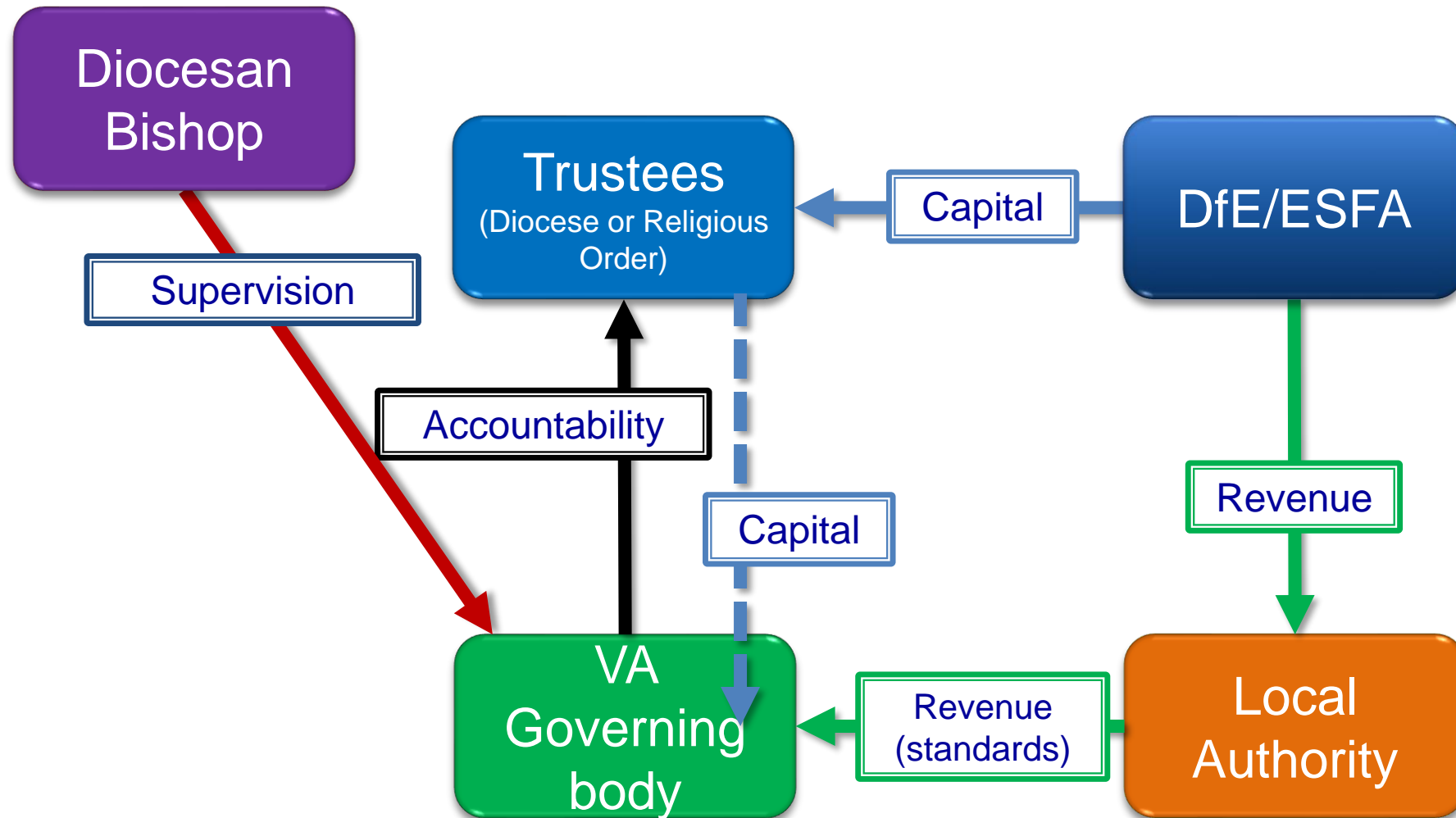
- Increasing clarity and information on the role of...

A Catholic Senior Executive Leader

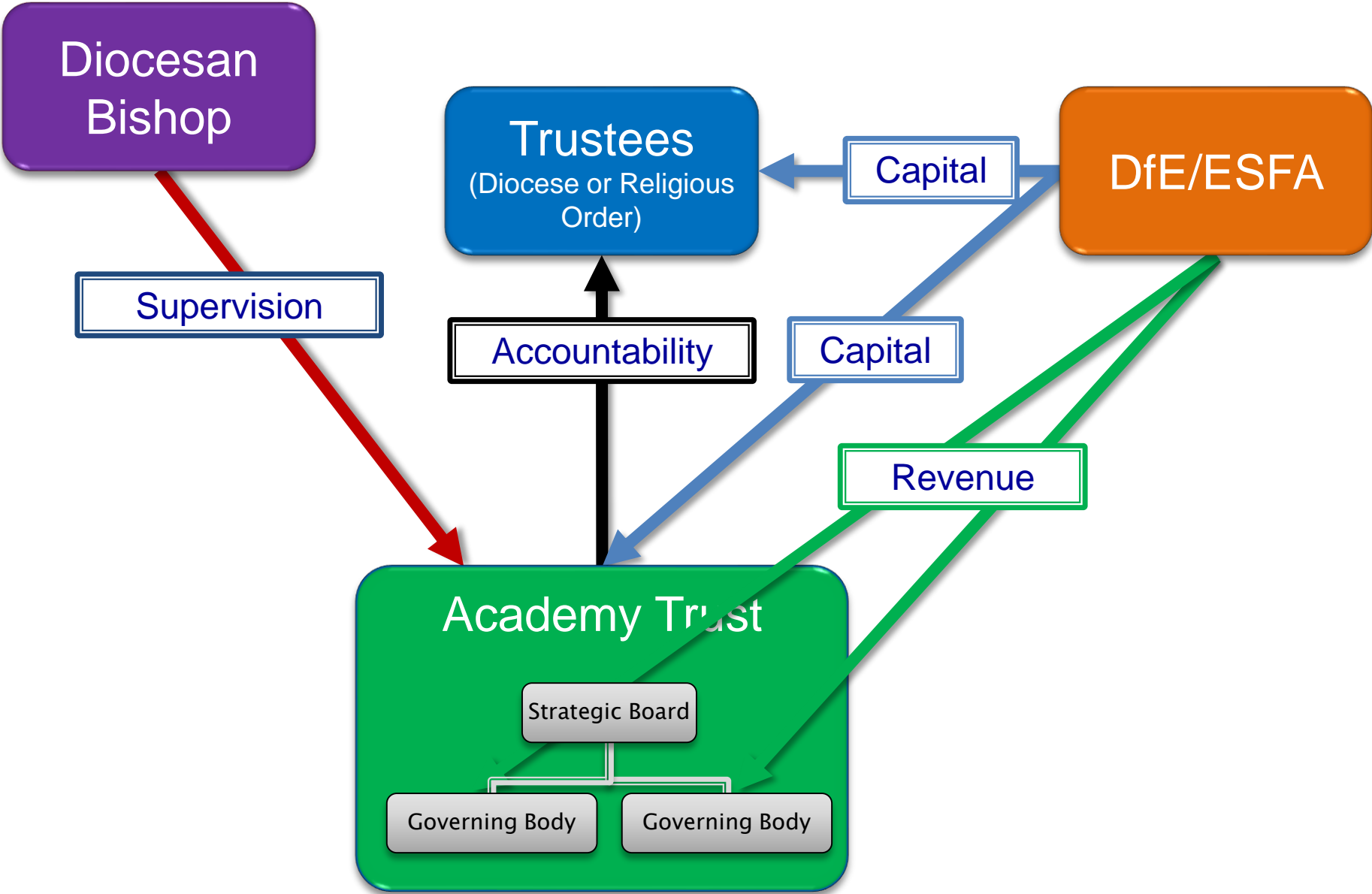
<https://www.bdes.org.uk/mac-executive-leadership.html>

- Annual DES/MAC Monitoring meetings (Catholic Mission, School Improvement, Leadership and Governance and Finance and Buildings)
- Challenge of recruiting Directors with appropriate skills and experience

Voluntary Aided School: Relationships



Multi-Academy Trust: Relationships



The Future (1)

- **All schools should have converted, or have a conversion plan agreed with the DES by, September 2020**
- Bigger picture = Bigger MACs
- Depending upon negotiations and discussions, there are likely to be a total of 15 – 20 MACs in total across the Diocese with an average of 15 schools in each.

The Future (2)

- ❖ A family of Catholic schools in academy companies that are fit for the Catholic mission of education
- ❖ Schools that continue to respond to the challenges of securing, protecting and improving Catholic education
- ❖ Schools that find a new security rooted in mission and leadership and preserved through high quality education and financial sustainability
- ❖ Academy Strategy Board meets regularly to keep under review the implementation of the Diocesan Academy Strategy