



Without Prejudice Proposal for Discussion

Proposed Archdiocesan academisation principles:

- The Archdiocese will not any longer support new single academy trusts:
 - as constrained by apparent Department for Education (DfE) policy and apparent Regional Schools Commissioner (RSC) practice
 - allied to concerns with regard to the sustainability of stand-alone academies
- The Archdiocese will work to incorporate existing single academy trusts into geographical clusters of Catholic schools or geographically sensible multi-academy trusts (MATs)
 - this will be undertaken on a case by case basis and not under an overarching, one-size-fits-all plan
- The Archdiocese will support schools who wish to explore becoming an academy providing they:
 - only consider joining a MAT with a Catholic foundation
 - set out clearly a rationale for the type and quality of Catholic education they intend to provide and how this will make a greater contribution to the individual and collective strength of schools and the common good
 - present outline plans for academisation to the Education Commission at an early stage of their development
 - are likely to meet all the Archdiocesan prerequisites for academy status and after a period and process of due diligence to be determined by the Education Commission
 - can demonstrate clearly, and within legal norms, that the land and buildings in which the proposed academy is to be conducted are in the ownership of the proposer, or that trustees of said land and property consent, in principle, to those assets being transferred to the company owning the proposed academy
 - present financially sustainable plans which include a minimum of seven schools, and/or pupil cohorts totalling 3,000+
 - "Multi-academy trusts (and opted-in chains) with 5 or more academies and at least 3,000 pupils will continue to receive a school condition allocation for their academies." (DfE [Conditions Funding Document](#) 2018)
- All applications will be made to the Director of the Diocesan Education Commission and the final decision will be made by the Trustees of the Archdiocese of Southwark.
- All senior leadership positions in Archdiocesan supported MATs will be recruited against best practice human resources (HR) principles, through open and competitive application processes and in keeping with the Bishops Conference selection policies. Candidates will be expected to have qualified teacher status and experience of leading Catholic schools.
- The Archbishop will continue to appoint the members of the company who own the MAT, as well as the Foundation Governors and Directors, who will form a majority. It is expected



that the Chair of any MAT, Trust or Board of Directors or Governors will be a Foundation appointment. It is expected that all the Archbishop's appointees will:

- know and implement the Bishop's policies on education, including Religious Education
 - represent those policies to the MAT
 - understand and promote the distinctive nature of Catholic education
 - act for the good of Catholic education as a whole within the Archdiocese
 - respond to the needs of the Catholic community as a whole, as represented by the Bishop
 - secure the long-term future of Catholic education
 - always act in accordance with the mind of the Bishop.
- Each MAT will be required to provide information that contributes to the Education Commission's regular monitoring and evaluation framework and an annual report to the members of the company.

A handwritten signature in black ink, appearing to read 'Simon Hughes'.

Dr Simon Hughes
Director of Education

CONFIDENTIAL