



Catholic Academy Trust Consultation

Monday 13th May 2024



St Vincent de Paul Catholic Primary School



Welcome and Introductions



Diocese of Westminster



CAT Strategy in Context

- 80% of secondary schools, 40% of primary schools and 44% of special schools in England are academies (as of October 2023).
- All Catholic Diocese in England have a plans in place to form Catholic Academy Trusts for all their schools to protect Catholic Education.
- The DfE has stated that all school in England should have plans to join a MAT (Multi-Academy Trust) by 2030.
- There are currently 50 Academies in 8 CATs across the Diocese of Westminster, with growing engagement in all Family areas
- All schools in the Diocese will have plans to join a CAT by 2025.

Foreword from the Cardinal...

“Now we are living through times of considerable hardship for many We have to see, be clear, and readjust. This means taking difficult decisions, marked by realism, about resources. In such circumstances it is right to look for economies that can be achieved by structures of cooperation, between schools within the same locality and within the wider family of schools. This is not an enforced 'master-plan', as you well know. It is a measured and appropriate response to the reality we face. **The alternative, individual schools in isolation, will lead not only to conflict but also to the decline that eventually accompanies isolationist policies.** “

***Extract from Cardinal Nichols' address to the Diocese of Westminster
Headteachers Conference February 2018***

The Diocesan Vision for the CAT programme



Diocese of Westminster

- To be inclusive and open to all Catholic schools
- To provide pupils with the best life chances and educational outcomes in Catholic communities imbued with gospel values and with Christ at the centre.
- Develop the professional expertise by recruiting and retaining the best staff
- Develop existing links and partnerships with other Schools.
- Benefiting from increased resilience, shared economies of scale and efficiency savings
- School leaders, teachers and Governors can combine skills, share thinking and tackle challenges together;
- Protect, secure and develop Catholic education

Our Proposal....

Is that St Vincent de Paul Catholic Primary School convert to an academy and expand the existing Diocese of Westminster Academy Trust (DOWAT).

The DOWAT opened in 2012 and currently consists of

Secondary Schools	Primary Schools
Nicholas Breakspear Catholic School St Claudine's Catholic School for Girls St Mark's Catholic School St Michael's Catholic School The Douay Martyrs Catholic Secondary School The Saint John Henry Newman Catholic School	Our Lady Catholic Primary School St Catherine of Sienna Catholic Primary School St John's Catholic Primary School St Mary's Catholic Primary School St Thomas More Catholic Primary School

In time all Catholic schools in Hillingdon and North Hertfordshire will be expected to join DOWAT

DoWAT

“To achieve excellence in the service
of the Gospel to build a better world”



Christ Centred
Child Centred
Catholic Educational Excellence

OUR WEBSITE

<https://www.dowat.co.uk/>

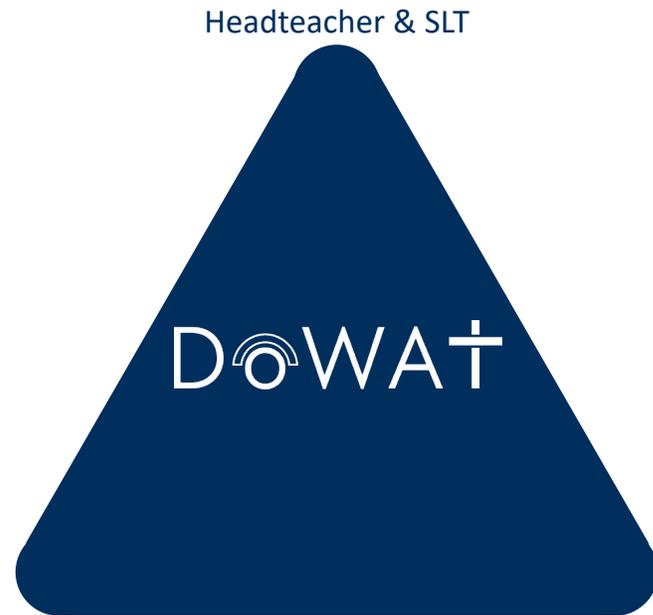


@DoWATuk

Our Approach

Support and Challenge

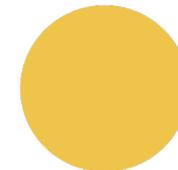
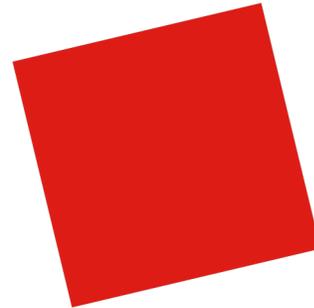
“To support and challenge our schools towards Catholic excellence in forming young people”.



Headteacher & SLT

External QA or
Data Source

Local
Governing Body



Leadership in Focus



'Headstogether' and Heads Forum

Head Teachers from DoWAT schools meet half termly to collaborate and share best practice



School Business Leads Together

School Business Leads from DoWAT schools meet half termly to collaborate and share best practice



Governors

DoWAT provides training and professional development opportunities for Governors so they can best serve their school communities



Leadership days

Leaders attend face to face days to focus on the development of Trust and School strategy



Leadership Training and Coaching

DoWAT offers National Professional Qualifications to leaders at all levels. Coaching is offered to every participant



Peer to Peer support

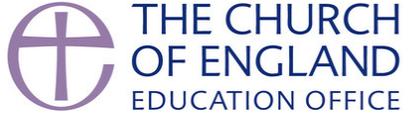
Joint INSET days and opportunities to moderate classroom practice are organised on a termly basis

Best Practice Networks

DoWAT host over 400 best practice meetings annually.



National Professional Qualifications



FOUNDATION FOR
EDUCATIONAL
LEADERSHIP



Department
for Education



NPQ for Leading Teaching
For Subject/Curriculum/Key Stage leaders



NPQ for Senior Leadership
For aspiring/current Senior leaders



NPQ for Headship
For aspiring/new Headteachers/Principals



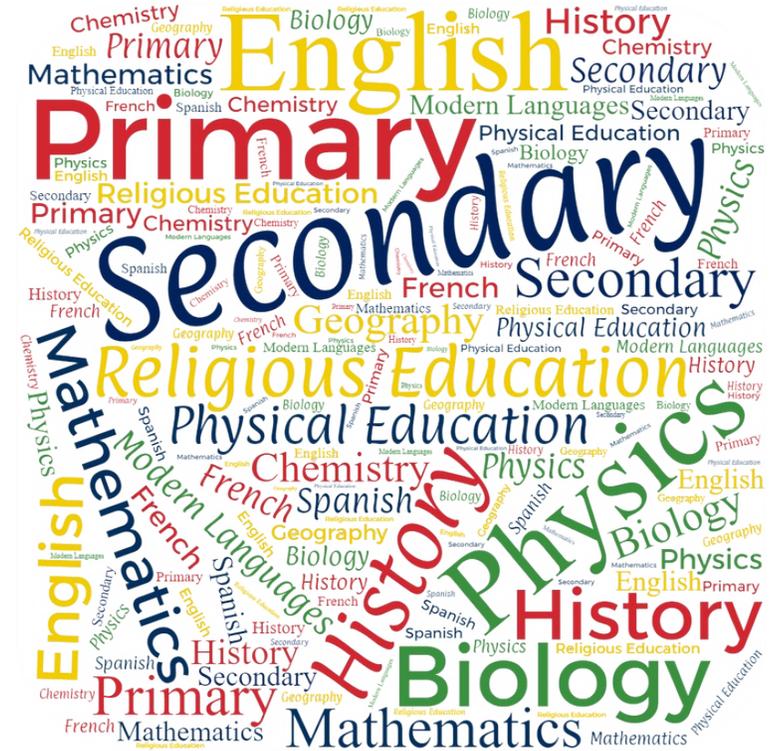
NPQH delivered in partnership with Saint
John Southworth Catholic Academy Trust

DOWA†



SAINT JOHN
SOUTHWORTH
CATHOLIC ACADEMY TRUST

Initial Teacher Training



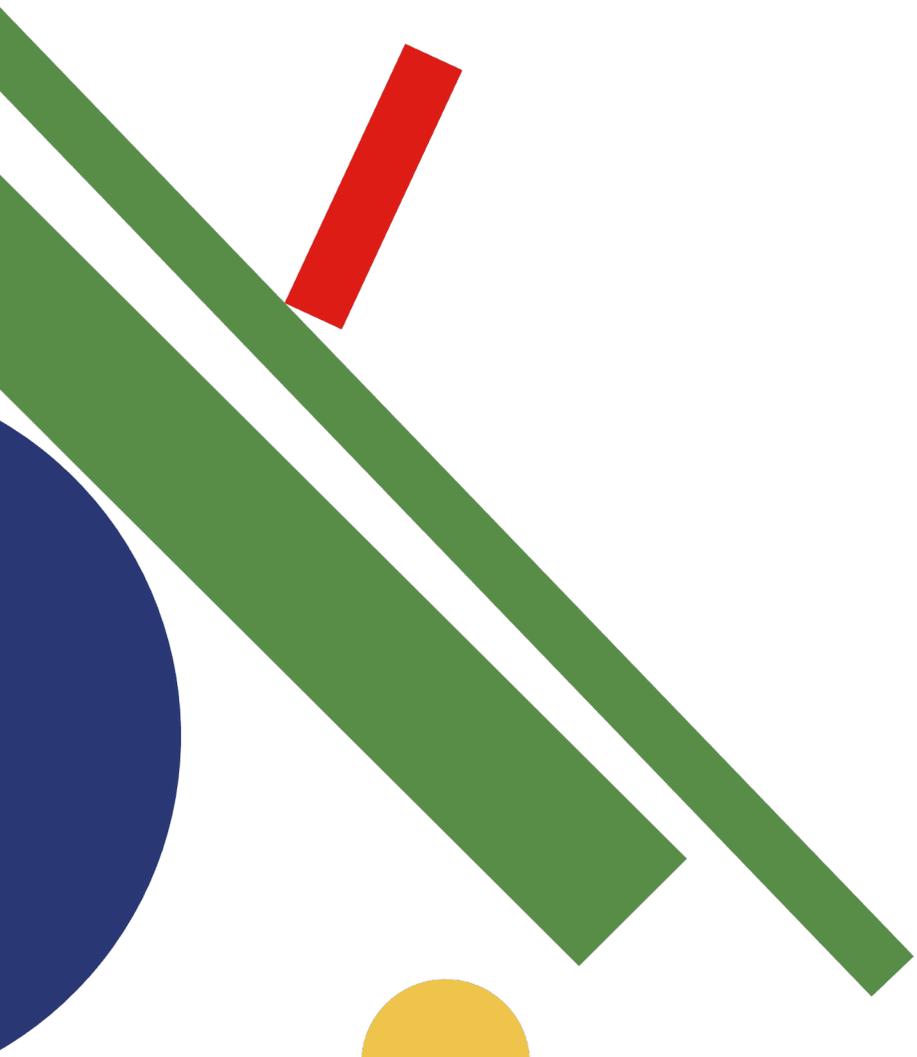
Delivered in partnership with St Mary's University



St Mary's
University
Twickenham
London

DOWA†

Collaboration with other MATs



CATtColl



How do we benefit?

- Economies of scale and increased resilience
- Greater collaboration
- Coordination, support and expertise from CEO and CFO
- School improvement support
- Shared back-office functions
- Great access to capital funding
- Able to reclaim VAT
- Recruitment and retaining the best Catholic Leaders and staff
- Protect, secure and develop Catholic Education through a network of Family CATs supporting schools



What will not change....



Ethos of our School



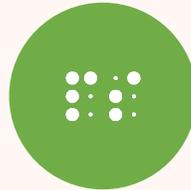
The Staff Team



Our School Uniform
and Curriculum



Governors will
continue to serve on a
Local Governing Body



Co-ordinated
admissions process
through the LA



Current admission
policy will continue to
apply



The timings of the
current school day



The terms and
conditions of
employment

What will change....



The legal status and
governance
arrangements



The current Governing
Body will become a Local
Governing Body



The Trust Board will
have strategic oversight

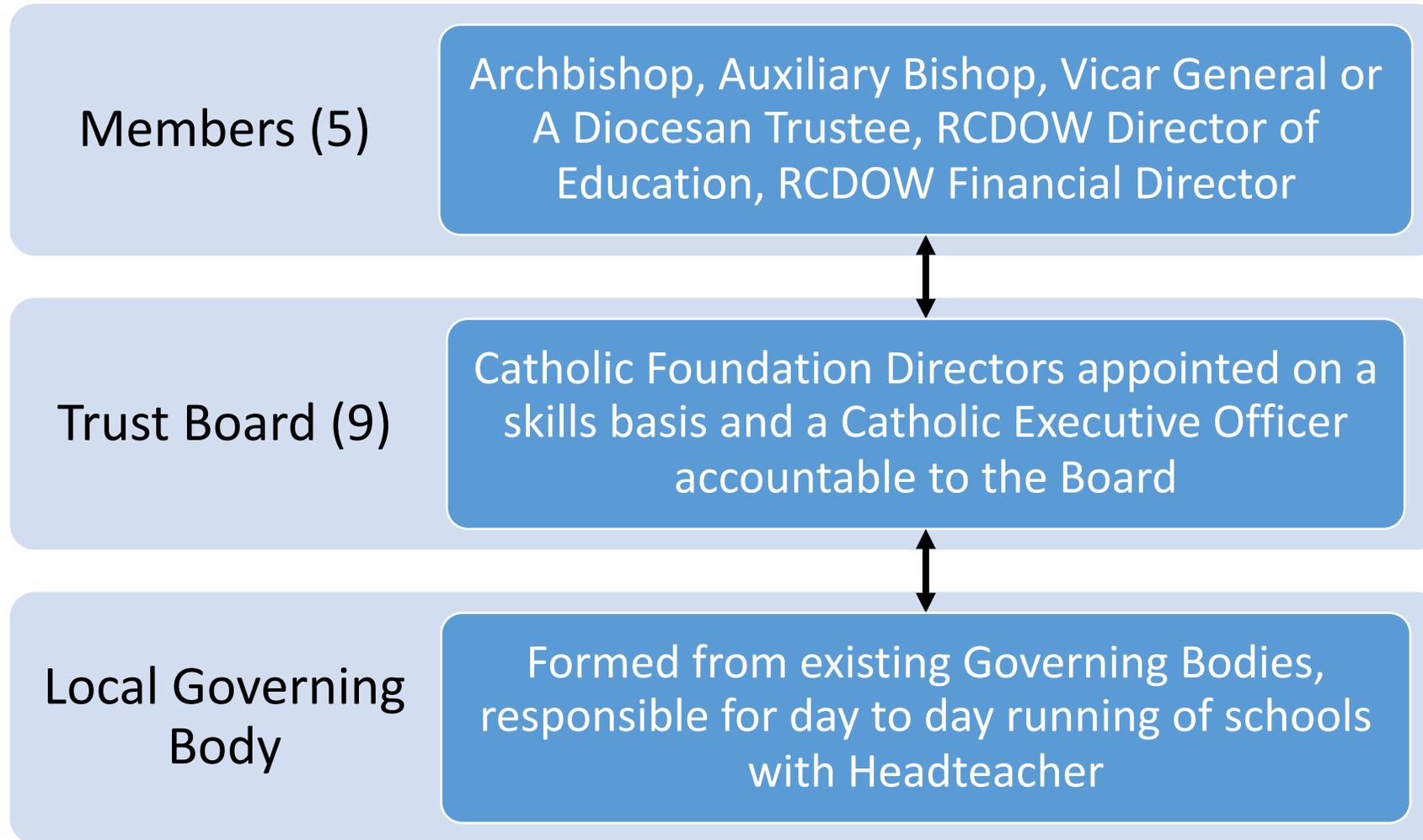


CEO and CFO to lead the
strategic development
of the Trust



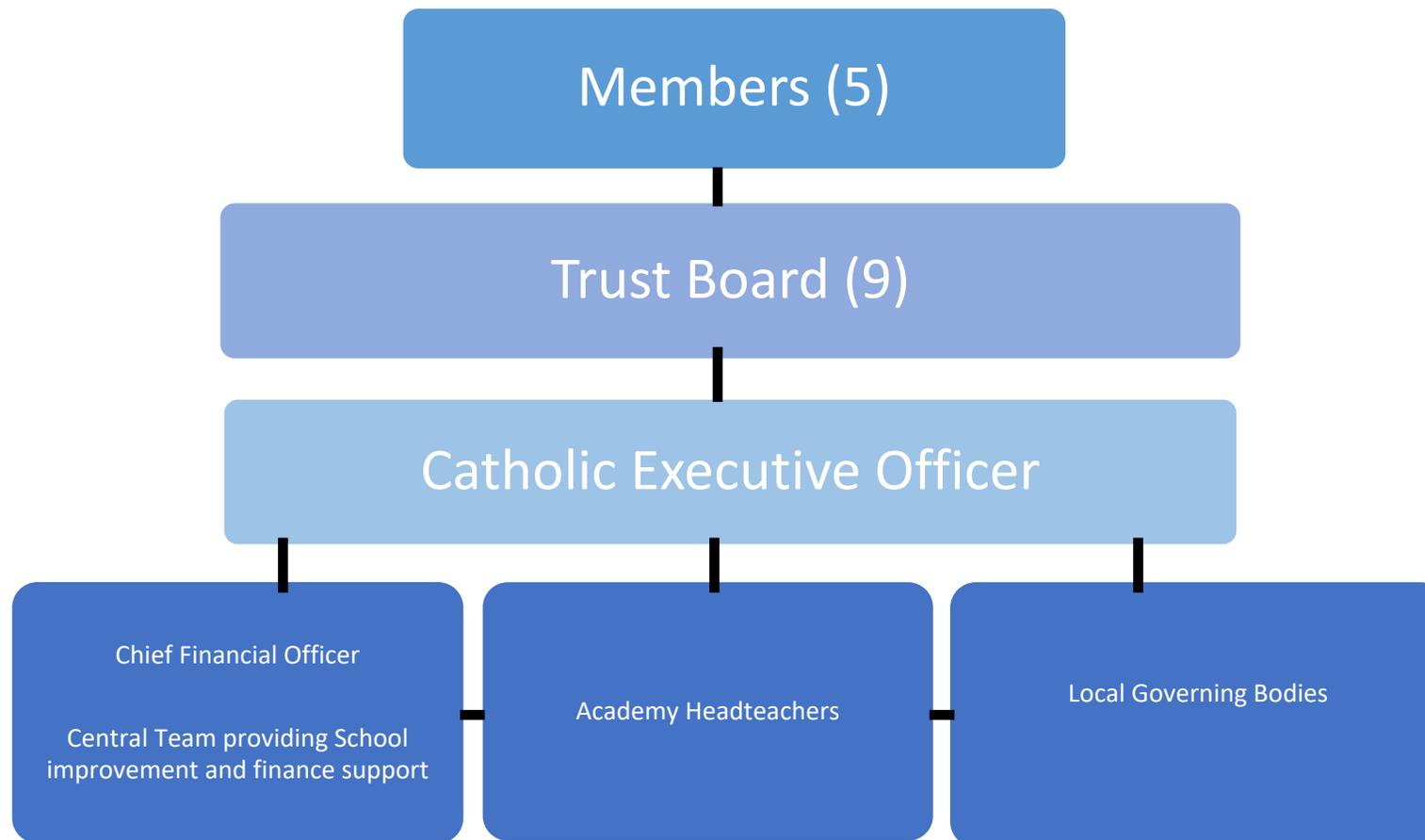
Funding direct from
ESFA not through the LA

Governance Structure





Organisational Structure



Why now?



Preserve the future
of Catholic Education



Opportunity to shape
the local agenda



Growing pressures on
School budgets



Falling roll in parts of
the Diocese

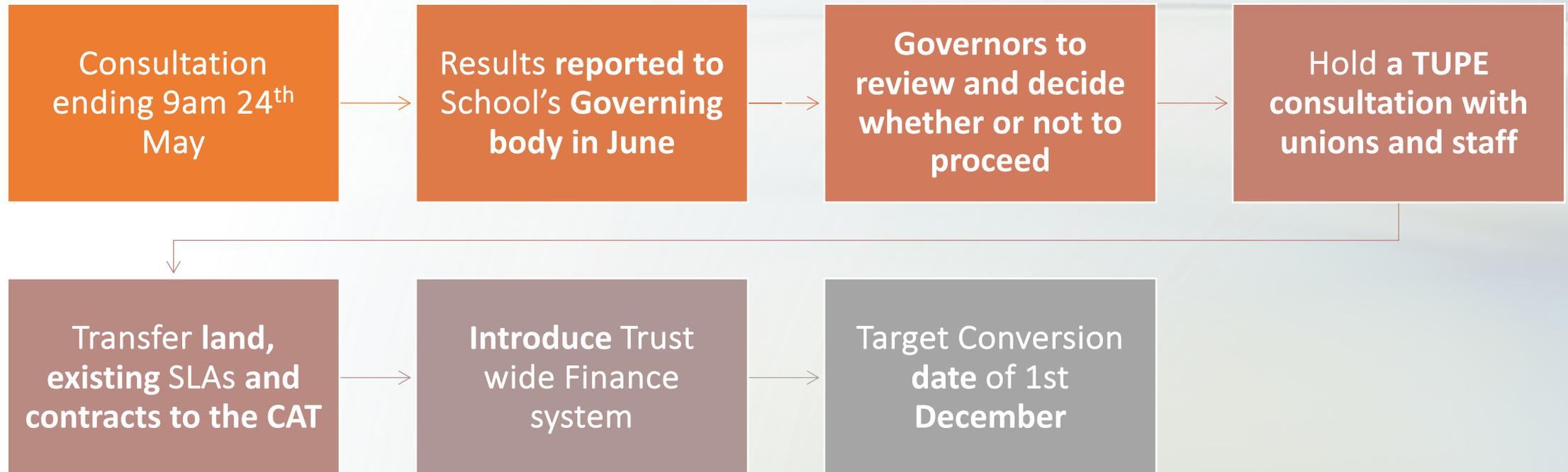


Reduction in capacity
of Local Authorities
to support schools



Central to national
education policy

What are the next Steps?



Any Questions....



Thank you for your time and
contributions
