



# Academy Consultation

**Tuesday 15<sup>th</sup> February 2022**

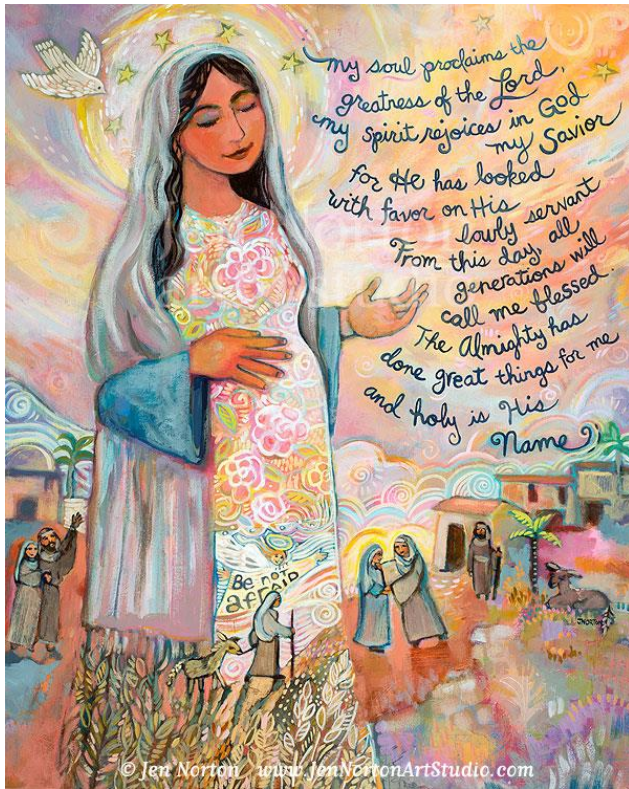
Chair of Governors: Mrs Angela Scull

Headteacher: Mrs Maureen Collier

Assistant Headteacher: Mrs Dana Banat-Rinz

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# Magnificat Prayer



My soul magnifies the Lord  
And my spirit rejoices in God my Savior;  
Because He has regarded the lowliness of  
His handmaid;  
For behold, henceforth all generations shall  
call me blessed;  
Because He who is mighty has done great  
things for me,  
and holy is His name.

**Amen**



# The Academy Agenda

In June 2021, the Archbishop, the Most Reverend Bernard Longley wrote requesting every Catholic Voluntary Aided school under the Trust Deed of the Archdiocese of Birmingham join a multi academy company of Catholic Schools by September 2022 or were to be in the process of doing so.

- Catholic pathway
- Improve outcomes of our children
  - Sharing of centralised services
  - Growth of Catholic Leaders
    - Staff development
    - Plethora of expertise
- Providing our children with more opportunities
  - Children to fulfil their God-given potential.

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# What is an Academy?

Academies are schools that are state-funded and state-governed but are not under the direct control of the Local Authority (LA) and so have more independence over what they teach, how they operate and how they spend their budget. All academies are charities and therefore are entirely non-profit making.

# What is a multi-academy company?

A MAC is a group of two or more academy schools working in a legally agreed formal collaboration called a Multi-Academy Company. The MAC is the legal employer for all staff and determines a number of common practices and procedures across the MAC, whilst still encouraging each academy to have its own individual identity. The MAC is run by a Catholic Senior Executive Leader (CSEL/CEO) with a Headteacher or Head of School in each member academy. The CSEL/CEO is held responsible by the Board of Directors.

The Birmingham Diocesan Trust (BRCDTR) are the Trustees of all the multi-Academies within the Archdiocese of Birmingham.

For more information on the Our Lady of the Magnificat please visit the website [www.magnificat.org.uk](http://www.magnificat.org.uk)

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# What is the position nationally on academies?

The Labour government introduced the first academy schools in 2002. At the time, academies were only for long-term under-achieving secondary schools in inner city areas and for brand new secondary schools in areas where there was a shortage of high achieving schools. They were sponsored by charitable organisations such as religious bodies, or by entrepreneurs and companies.

The Conservative-led coalition government moved quickly after the election in 2010 to offer academy status to all good and outstanding schools and introduced the free schools programme (legally a free school is an academy).

At the start of September 2020, over 9,200 schools had become academies, 43% of state funded schools were operating as academies, 4.2million pupils were educated at academies.

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# Impact on Pupils and Parents

## **What will change if we become an academy and what will stay the same?**

The educational experience for children would continue to improve through initiatives that are developed or supported by the teaching staff, supported by the expertise, networking and best practice being part of Multi-Academy will bring. There are no plans to change the school uniform or any other day-to-day arrangements.

## **My child has special educational needs. I am concerned that this might mean changes for the worse.**

The motivation for the proposed changes is securing and improving the standard of education that the school is able to provide to all children. The Governing Body is not aware of any reason why the educational experience offered to any group should not be maintained and improved through joining the Multi-Academy. There is no reason why children with special educational needs should experience negative changes. All academies must comply with the legally binding Code of Practice on Special Educational Needs and Disabilities and that is the 'safeguard' that all pupils and parents will continue to have

## **Will it be harder for local families to get their children into the school?**

Conversion to an academy should not influence the admissions process because all academies have to comply with the legally binding Code of Practice on School Admissions in exactly the same way as state-maintained schools. Academies are still required to comply with the relevant codes in respect of admissions, exclusions and special education needs

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# What will be the impact on the staff?

One of the 'freedoms' afforded to academies is the right to set their own terms for staff pay and conditions. Understandably this is, and has always been, an issue of great concern for all teaching and support staff and their unions.

The Governing Body wants to make it clear that we fully recognise and appreciate the enormous effort and commitment of current School staff in contributing to the school's success and our pupils' outcomes. The concerns and welfare of our staff have been very much to the fore throughout the Governing Body's deliberations.

It is quite clearly in the best interests of the school and our pupils, in particular, to continue to have motivated, contented and engaged staff and this remains a priority for the Governing Body throughout this process. Although academies have the freedom to set their own pay and conditions, the Multi-Academy Board has no plans to move away from the present nationally agreed pay and conditions.

In any case all current staff at the school have the right to retain their present posts, as well as conditions of service, should the school become an academy as a result of the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) .

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**OUR LADY OF THE  
MAGNIFICAT**

Academy Conversion  
Consultation Meetings



# CATHOLIC SCHOOLS AND MISSION

All our schools have a mission:

- To make Christ known to all people
- To assist parents who are the primary educators of their children
- To be of service to the local church, the diocese and the wider catholic community
- To support the common good
- To be a witness to God's presence in the world



# The Multi-Academy



**OUR LADY OF THE  
MAGNIFICAT**

Our Lady of the Magnificat was formed on the 1 September 2021 following the merger of Our Lady of Lourdes and Holy Family multi-academies.

The merged multi-academy consists of twelve schools made up of three secondary, one middle, five primary and three first schools.

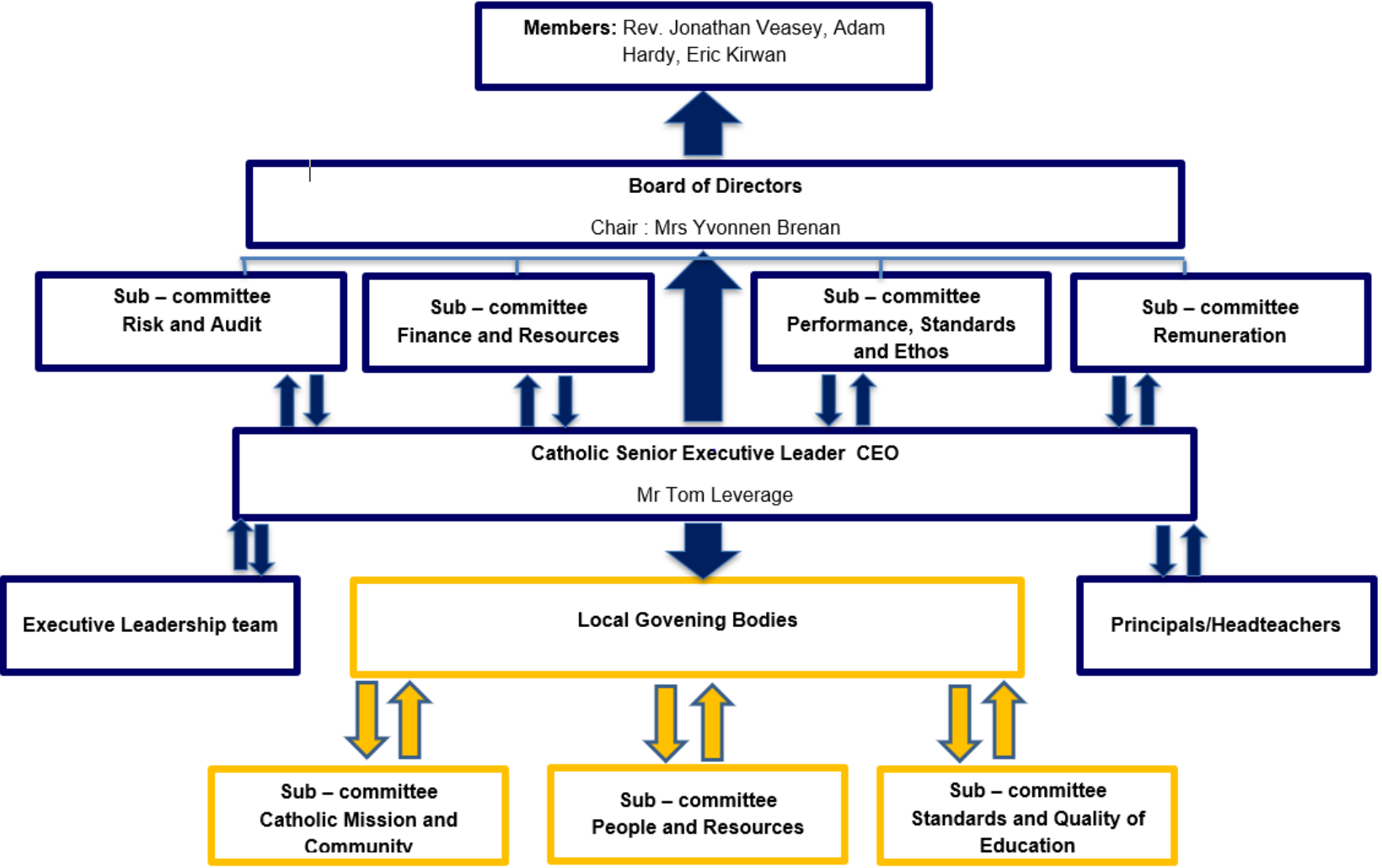
In line with the wider Archdiocese Academy Strategy the multi-academy is due to expand and welcome a further 12 primary schools geographically positioned around the Leamington Spa, Rugby and Studley localities.

**Red & Blue schools represent existing schools of Our Lady of the Magnificat**

**Yellow Schools identified in Archdiocesan Academy Strategy**



# Governance Structure



# What will stay the same at the school.

- The school ethos and values
- High standards of academic and personnel development
- Excellent quality of teaching and learning
- School identity: name, logo and uniform
- The Governing Body
- Inclusive Admissions policy



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# How will the school benefit.



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Students & Pupils	Staff & Leadership	Leaders & Governors	School
<p>Enhanced:</p> <ul style="list-style-type: none"> <li>• Teaching and Learning</li> <li>• Diverse curriculum</li> <li>• SEND provision</li> <li>• Extra-Curricular opportunities</li> <li>• Access to resources</li> <li>• Pastoral care</li> <li>• Transition from Primary to Secondary school</li> </ul>	<p>Better:</p> <ul style="list-style-type: none"> <li>• Professional development</li> <li>• Academic planning</li> <li>• Resource sharing</li> <li>• Career opportunities</li> <li>• Sharing practices</li> </ul>	<p>Greater:</p> <ul style="list-style-type: none"> <li>• Leadership support &amp; challenge</li> <li>• Leadership training</li> <li>• Governor training &amp; support</li> <li>• Operational management support</li> <li>• Focus on Teaching &amp; Learning</li> </ul>	<p>Effective and efficient:</p> <ul style="list-style-type: none"> <li>• Central services</li> <li>• Procurement and commissioning</li> <li>• Financial management</li> <li>• Resource sharing</li> </ul>

For more information, please visit  
[www.Magnificat.org.uk](http://www.Magnificat.org.uk)





# Pre-submitted Questions

- Are they splitting the classes up so single year groups?
- What are the benefits?
- Does the school still get to use funds raised through FOSM (Friends of Saint Mary's)?
- Will this give the school more funding and access to resources?
- What changes will we see in school?
- How will this effect the ethos, teaching and vision of our school?
- Will this mean we will be part of a shared community, building better relationships with other MAC schools, visiting and learning together?
- What is the main driver for this (academisation)?

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# Consultation – how to respond

You can respond by:

- Using the online form provided on the school website.
- Write to the school
- Email the school

Please put 'Academy consultation' in the subject line in the email or on the front of the envelope.

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