

Bishop Challoner Catholic School

Questions and Answers from Staff and Parent Consultation events

Questions and Answers from the Staff consultation meeting on 23rd January 2024

Q1	Will there be a restructure or any redundancies because of joining the CAT?
A1	<p>No. All staff with a permanent contract of employment or a temporary contract that expires after the conversion date will automatically TUPE transfer to the CAT.</p> <p>There will be no redundancies or restructure because of joining the CAT.</p>
Q2	What is meant by efficiency savings in the FAQ?
A2	<p>The CAT expects to be able to save some money through joint procurement of services and back-office functions across the schools in the trust, perhaps by secondary schools extending support to the primary schools.</p>
Q3	If the General Election brings a change of Government, will it lead to a change to the Diocese Academy Strategy?
A3	<p>No. Academies were a Labour initiative and forming CATs will still be possible under a Labour Government.</p> <p>The timing of the General Election could impact on our plans as the DfE will enter a period of Purdah 6 weeks prior to the election when no decisions will be made.</p> <p>If the election is prior to our intended conversion date, we may need to recast our plans accordingly.</p>
Q4	What happens to continuous service?
A4	<p>Relevant continuous service from previous employment will transfer with staff as well as any associated benefits such as maternity and paternity pay, and sickness pay.</p>
Q5	Will staff be asked to work in another school?
A5	<p>No, staff cannot be asked to work in another school. Your contract of employment states your place of work as your host school.</p> <p>Staff may wish to benefit from CPD or secondment opportunities to work in another school in the CAT, but this will only be if they consent to do so.</p>
Q6	Why are other schools in Hackney and Tower Hamlets not part of this proposal?
A6	<p>The 5 schools in the proposal are the first schools in the Boroughs to have completed and passed the Diocese's Due Diligence test which assesses a school's viability in terms of finances and pupil numbers.</p> <p>Whilst other schools are in discussions with the CEO Designate and Diocese about this, they have not yet completed this.</p> <p>In time all 15 Catholic schools across the 2 Boroughs will be expected to join the Lux Mundi CAT.</p> <p>Is it a voluntary programme and it is up to the Headteacher and Governors to decide when the time is right for their school</p>
Q7	Is there any offers of redundancy payments to staff who do not wish to TUPE to the CAT.
A7	<p>No because no roles are being made redundant. The job of every member of staff will continue to exist</p>

	in the CAT
Q8	Why are St Marks and St Michaels not currently part of this proposal?
A8	The Headteacher is new in post and the Head and Governors have not yet submitted the Due Diligence forms

Questions and Answers from the Parents consultation meeting on 23rd January 2024

Q9	Has the Diocese got any experience of establishing CATs.
A9	Yes, CATs are set up under the Diocese's 2017 CAT Strategy. Currently there are 50 Academies in the Diocese in 8 CATs stretching from the Thames up into Hertfordshire.
Q10	Will we need to pay a fee for my daughter to continue her education through to GCSEs?
A10	No, Academies are free to attend and are funded by the state. They receive the same amount of per pupil funding as other schools, but the money comes direct to the schools and not via the LA. There is no private funding included and no fees or parental contributions required.
Q11	What are the benefits then if the school gets the same funding?
A11	The schools will benefit from a structured approach to collaboration, efficiency savings and being part of a larger more resilient organisation as well as greater access to capital funding.
Q12	What will be the impact on year 10 students?
A12	Most of the immediate changes will be behind the scenes in terms of back office and governance structures. Over time collaboration, CPD and efficiency savings will help all schools to improve the educational experience for our pupils.
Q13	What other areas will the schools collaborate further on?
A13	There is an opportunity to work together on Admissions, transition from year 6 to 7, Section 48 inspections, staff recruitment, training, and retention.
Q14	Are other Diocese in the country setting up CATs
A14	Yes, all Catholic Diocese have plans to set up CATs for all their schools to offer protection from falling rolls, economies of scale, collaboration and school improvement, recruitment, and retention.
Q15	Are Academies still inspected by Ofsted?
A15	Yes, Academies are subject to Ofsted and CST inspections as other schools.

Q16	Will the school rules or behavior policy change?
A16	No, under the Scheme of Delegation this will be determined at School level, and this will not change.