

Consultation Report Our Lady of Mount Carmel – information for Governing Body

The [Our Lady of Mount Carmel] CMAT stakeholder consultation exercise was launched on 26 April 2022 posted live on the School website following the Easter break and promoted in the schools newsletter and the school website on the 26th April 2022. Information about the CMAT project had also been cascaded prior to the consultation launch.

This consultation is a statutory requirement for Voluntary Aided schools considering conversion to academy status, to inform Governing Body discussions. The consultation sought views about making a resolution to convert (or not) and form/establish the St Francis CMAT or not, within the Diocese of Hallam. This aligns with the implementation phase of the Diocese of Hallam schools MAT Development Project, launched by Bishop Ralph Heskett, 27 April 2021.

Additional discussions were also held e.g. with SLT and staff groups to gauge views and start the conversation. Responses have been collated via a Google form in a spreadsheet format. All responses have been time stamped. Not all stakeholders have access to Google forms or ICT, alternative arrangements have been made to assist those requiring additional help. Some respondents identify themselves e.g. as a parent, former pupil suggesting knowledge of and engagement with the school.

A suggested closing date was Wednesday 11 May at noon, although [2] further contributions were received 12 May 2022 for Mount Carmel. The total number of responses received before the deadline was 17. Of those, 3 were strongly positive, 4 against, several neutral asking a range of pertinent questions. 4 raised concerns about Easter holidays dates being very difficult this year. 1 response was incomplete 'U' so unable to be analysed. A draft response will be prepared for each respondent and published by the school to ensure transparency.

#	Comment/Question	Response
1	I support the vision of the vision for Schools in the Diocese of Hallam and look forward to a larger collaborative approach while still retaining our unique identity. The frequently asked questions share additional information in the understanding of the process.	Thank you for your comments, and engagement with the consultation, your response is appreciated.

2	<p>As a parent of children past and present i feel that the school should stay as it is instead of jumping on the band wagon as an academy!! The school does well as it is and feel the big change of name and potential uniform etc is not needed. Its known far and wide as an excellent school and the name 'Our Lady of Mount Carmel' is how i feel should remain. If this radical change was to take place would the church also be changing name? I for one feel it should stay as it is as you hear of stories from other schools that are academys and the children are basically in a glorified prison camp with ridiculous rules and pointless punishments for minor things. As a parent i dont support this change at all and i am willing to speak further wherever possible.</p>	<p>Thank you for your comments, and engagement with the consultation, your response is appreciated. We are building on the Bishop's vision for all Diocesan schools to join a CMAT. The recent Schools White Paper confirms the Government expects all schools will be in a strong MAT or plan to be by 2030.</p> <p>A key feature of St Francis CMAT is to allow each school to retain its unique identity and educational offer with an equal voice in the establishment of the new CMAT. There will be no change of name for the school or Parish Church name, and no change to uniform on account of the CMAT. Schools retain existing approaches e.g. for behaviour management. OLMC is not, and CMAT schools would never be, a 'glorified prison camp with ridiculous rules and pointless punishments for minor things'.</p>
3	<p>I feel we would be better suited without joining an academy. We have an amazing school and teachers and a real sense of community. We don't want our children or staff to suffer at the hands of joining an academy that could potentially link us to poorer established schools across the South Yorkshire region. It's important as a school we don't lose our sense of identity and our ethos and it's concerning that would potentially occur. Scope of teaching the curriculum and staffing issues could also be a worry, similarly management structure and governing board.</p> <p>Why change a perfectly well functioning school with potential for disruption.</p>	<p>Thank you for your comments, and engagement with the consultation, your response is appreciated.</p> <p>We agree with you about the great qualities of our school and real sense of community. The CMAT model will not seek to change that. A key feature of St Francis CMAT is to allow each school to retain its unique sense of identity and educational offer with an equal voice in the establishment of the new CMAT. The curriculum and staffing will transition as is, with very little likely to change in the classroom. Governing boards will transition to Local Academy Committees, and continue to have a vital role supporting the school.</p> <p>This CMAT will build on everything our schools have to offer, adding and not taking away. Even those schools in more disadvantaged areas, within the current Diocese of Hallam all 47 schools are already linked. St Francis CMAT intends to build on this, with each school having something to offer one another and each with something to gain.</p>

<p>4 As a teacher who works in a large MAT, I have some reservations about the MAT system. While there are some positives such as a cohesive approach and sharing of vision and resources across the MAT, there are many some sides which should be considered.</p> <p>Firstly: loss of autonomy. OLMC is a vibrant and unique community. It would be incredibly sad to see it lose this identity in favour of becoming a one-size-fits all model. I would be worried that the school leadership would lose the power to choose what is best for individual pupils in the school and have to bow to pressure and expectations from the MAT policies regarding behaviour and pastoral care. In my experience the curriculum also becomes very generic and controlling, stopping teachers from teaching the topics and areas they know suit their children best.</p> <p>Secondly: staff well-being and treatment. Will staff who wish to progress and take on additional responsibility be adequately paid? MATs are often embarrassingly , top heavy with many desk-dwellers and paper shufflers absorbing most of the budget for pay! Teaching staff often find there is little room for progression unless they are willing to take on additional responsibility for, initially at least, a tiny remuneration figure. OLMC has fantastic staff and I would hate to see them forced out or encouraged to move elsewhere because of poor opportunities- especially in terms of pay. I also simply don't believe that no restructures are planned. MATs often have a rigid structure for staffing that should be modelled across all schools. This leads to positions being made redundant. Again - will we lose some wonderful teachers because of this?</p> <p>Thirdly and finally: MATs are results driven. They are corporate and driven by figures. There is no hoop that MATs won't jump through to get the results that they want to maintain their reputation in league tables etc. In this climate, children rapidly become numbers in a spreadsheet rather than individuals with needs and personalities. This is something to be very wary of.</p> <p>I do understand that becoming part of a MAT can remove the sense of isolation or financial uncertainty that some schools feel. I work for a MAT and our department budget is excellent. In the name of results, no financial barrier appears to be too great. However, I do think that great</p>	<p>Thank you for your full and detailed comments, and engagement with the consultation, your response is appreciated.</p> <p>We agree that this is a vibrant and unique community. A key feature of St Francis CMAT is to allow each school to retain its unique sense of identity and educational offer with an equal voice in the establishment of the new CMAT. The curriculum and staffing will transition as is, with very little likely to change in the classroom, absolutely with a focus on teaching learning and children. Model policies are standard across the Catholic Education Service schools so will already be very familiar.</p> <p>Any transfer of staff is protected in law, under TUPE regulations. Employees will transfer on existing terms of service and conditions with pay and pension protection. Any planned restructuring must, by law, be identified in the Measures Letter and shared widely. No such measures are planned. There will be opportunities for development and progression. A focus on staff well-being is central to Catholic teaching and the CMAT approach. There is no rigidity in the CMAT staffing structure, schools transition in with their current staffing model, strategies and plans. St Francis CMAT is a very light centre, to enable the constituent schools to flourish.</p> <p>The Bishop's vision for our schools and CMAT is clear: '... They are places where everyone is valued as a child of God, where every individual is enabled to mature towards their full growth in Christ and achieve their full potential. They teach an holistic understanding of the human person and society in which all are included so that humanity can flourish. Our schools enable each pupil to develop their God-given gifts in order to engage in building a better society which is characterised by justice, truth and love.'</p> <p>With the current financial climate and cost of living crisis, it is more important than ever for school business managers and the CMAT to look to work together to achieve best value, economies of scale when purchasing school supplies and contracts for services.</p> <p>To restate, there is no intention to take away any schools' unique sense of identity and educational offer. Each has an equal voice.</p>
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5	<p>Will there be the same head teacher & teachers? How will the day to day change? Any change to the curriculum? Will this affect Ofsted status? What changes as a family & for our little boy should we expect? Our Lady of Mount Carmel is such a lovely little school, it would feel a shame for this to change in any way. What are the benefits for our child if the school changes to Academy status? What changes overall? Many thanks</p>	<p>Thank you for your comments, and engagement with the consultation, your response is appreciated. The Head and teachers will be the same. One teacher vacancy is currently being advertised. No changes planned to the curriculum, Ofsted or for pupils and parents. St Francis CMAT is working to achieve a frictionless transfer to limit any impact or changes at school level for pupils. A key feature of St Francis CMAT is to allow each school to retain its unique sense of identity and educational offer with an equal voice in the establishment of the new CMAT. St Francis CMAT would provide additional leadership support and financial expertise, as the new Chief Finance Officer will be able to support the school Business Managers more, and the CEO to support the Heads. This will enable schools to focus on Education, teaching and learning, with the Trust doing the heavy lifting on the administrative aspects, for example strategic financial management, accounting and audit.</p>
6	<p>I believe the structure and format of the MATS will provide a strong supportive link for all Catholic schools in our area. There is always apprehension when something new is introduced and changes are happening but in a rapidly developing /changing world it is essential for the Catholic faith to not only maintain its position but to grow stronger, deeper, wider and reach out to everyone to teach and grow in love, respect and life practices. Our Lady of Mount Carmel Catholic Primary School has a wonderful ethos and a very powerful warm strength of love, respect, caring, achieving, nurturing and fulfilling pupils, staff, parents and community needs. There is very much a FAMILY atmosphere in the school community and a great sense of trust. I hope this can be maintained and develop even stronger in the wide community of the MATS and not become engulfed by the whole and disappear. All the teams that work with Our Lady of Mount Carmel School share the privilege of doing so, we are proud to be included in their ongoing future. I trust and pray that the MATS will respect and build on all good aspects in the schools and support and encourage development in the community together.</p>	<p>Thank you for your comments, and engagement with the consultation, your response is appreciated. Yes, change can be daunting, but essential to keep moving forwards. These changes reflect the vision of the Bishop and the DfE direction of travel set out in the schools White Paper for all schools to belong to a strong Multi Academy Trust. The St Francis CMAT builds on the existing families of schools in the Diocese of Hallam and all that is good and has been achieved in OLMC. The model is one of 'adding to', not 'taking away'.</p>
7	<p>We are happy for a changes.</p>	<p>Thank you for your comments, and participation in our consultation, your response is appreciated.</p>

8	<p>I am against Our Lady of Mount Carmel becoming an academy and joining a MAT. I feel joining any academy will dilute the governance of the school and reduce flexibility and responsibility which is currently in place. Furthermore, the fact that the governance set up will not be voted on and will be picked potentially from a group of people with no experience in running this type of education system is a big concern. Another factor is due to evidence that academies already in place do not naturally improve standards. Another worry is how funding will be split across the MAT with a concern it may be targeted at those schools at the higher end to ensure the academy is seen as a whole favourably. Financial and assurance is also a worry, as I'm concerned that the MAT will be run to make financial gain and there will not be good assurance practices to monitor and review progress. Overall, I'm against our school joining for the reasons above and hope the Governors agree with me and many other parents when they make their decision.</p>	<p>Thank you for your comments, and participation in our consultation, your response is appreciated. The CMAT approach is different from the current model, some aspects very similar, such as being a charity, having Foundation Governors to support the Catholic ethos of the Trust and school, and a Local Advisory Committee very closely aligned to the work of the school and community. The Governance model is set out in full in the Scheme of Delegation, with the Trust Board and members providing additional layers of support and accountability. The Trustees will continue to look at applications for Foundation Governors as currently, mirroring the current process, and for parent representatives voting arrangements will continue to apply. The St Francis Interim CEO has spent the last 4 years as Director of the Diocese of Sheffield Academy Trust as Chair of Finance and supported the Trust to grow from 10-15 schools and achieve significant school improvement. From 2016-2020 she led the Diocese of Sheffield as COO with 39 schools. Her prior experience includes 4 years as a parent governor and 2 as an LA Governor and 22 years in the Civil Service, including in the Department for Education and HM Treasury. As a qualified teacher, accountant and HR professional she brings a unique range of skills, knowledge and experience to the role. The St Francis CFO/Company Secretary has 10 years' experience in a successful MAT with 10 schools. The charitable status of the Trust allows re-investment of surplus into the charitable objects (primary education) but not profit-making. The Trust will be externally audited to review and ensure compliant practice and assurance. The Trust will operate an open and transparent approach with each school with a voice.</p>
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<p>9</p>	<p>Will the schools ever be considered an extension of each other? For example could a child with SEND be redirected to a different school within the MAT? If a family had a child dependant on a wheel chair and the school building was not equipped with a lift could they be told to go to another school that did have a lift or was all on one level?</p> <p>We have recently been asked to contribute to the school funds for capital projects if this continues as a feature of the MAT will the money be centralised and shared between schools equally or will each school keep its own?</p> <p>What processes are in place for schools and/or parents to challenge centrally made decisions that may not suit their local population.</p>	<p>Thank you for your comments, and participation in our consultation, your response is appreciated. All pupils will remain in the school they applied to attend; admission arrangements sit at School not Trust level. Reasonable adjustments for pupils with temporary or permanent mobility requirements would need to be considered to enable pupils to equally access education and opportunity. Such provision is often made through an Education Health and Care Plan where affecting a pupil with SEND needs.</p> <p>School funds raised for the school remain with the school. When a Trust has 3000+ pupils, capital funding for projects is allocated directly to Trusts, rather than competing for funds each round.</p> <p>The Local Academy Committee will have parent representation to ensure and encourage open, two-way dialogue.</p> <p>A key feature of St Francis CMAT is to allow each school to retain its unique sense of identity and educational offer with an equal voice in the establishment of the new CMAT.</p>
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10	<p>How will joining the MAT protect the standards of well run schools whilst raising the standards of other schools?</p> <p>What are the benefits of joining the MAT for a well run school versus the risk that of the MAT failing.</p> <p>These MATs are only going to be as good as the people running them. How are you going to sustain high quality management teams?</p> <p>Are there enough Catholic children to maintain all of these schools?</p> <p>Having Easter holidays at a different time to the rest of Doncaster schools has been unpopular with the parents. Delocalising decisions like this is only going to make things worse.</p>	<p>Thank you for your comments, and participation in our consultation, your response is appreciated. A key feature of St Francis CMAT is to allow each school to retain its unique sense of identity and educational offer with an equal voice in the establishment of the new CMAT. A clear Trust focus will be School Improvement. Every school will have something to offer and room for improvement. Audit and assurance are a central part of the Trust set up to ensure compliance with the Academy Handbook. DfE have a rigorous process to assess MAT viability in advance of set up, and will carefully review risk. When open, there are processes in place to monitor Trusts via the Education and Skills Funding Agency and performance via Ofsted. The religious character, values and ethos is inspected by the Diocese through Section 48 inspections.</p> <p>Leadership and professional development, with an allied focus on well-being, are a real key focus for school improvement and a priority for St Francis Trust. All heads regularly get together in the Heads Forum and in their networked families of schools. Schools have attracted strong applications for recently advertised leadership posts and a strong induction and buddying system will be put in place for their arrival.</p> <p>Admissions arrangements are not limited exclusively to children and families of Catholic faith. Several Diocesan schools are of joint denomination with the Church of England and Catholic ethos. Some schools have seen falling roles as birth rates reduce in some areas. Admissions have also been impacted by Brexit in our region.</p> <p>St Francis will not be delocalising decisions for setting holidays, they will continue as is. The Trust is aware of the impact of different holiday dates across our footprint, and will aim to continue to align with the various local authorities where possible.</p>
11	U	<p>This response appears incomplete, apologies if you have had technical difficulties. If your response to the consultation is not recorded in full please do speak to the Head.</p>

<p>12</p>	<p>I have a number of concerns and questions that I do not feel the consultation documents address adequately.</p> <p>Firstly why is the consultation period for such a huge irreversible decision being rushed, 15 days is not sufficient to fully explore the proposals, what they mean in real terms and the concerns and issues arising from this with parents and other stakeholders? It very much feels like the decision has already been made and this is just a formality to enable the proposal to be pushed through, and that the feedback will not really be considered?</p> <p>Who will actually make the decision, is it the individual School, who is the deciding body, is it the Governor's, who votes??</p> <p>How will the economies of scale be better with the MAT than with a Local Authority? Surely the Local Authority has huge buying power and can negotiate just as well if not better? Schools already do not receive sufficient funding? How can you guarantee that funding will be attributed equally and fairly to each member school? How will the costs associated with the senior centralized leadership structure actually be better value? These are costs that do not exist for each individual school at the moment? Where is that money coming from? Redundancies and reduction on headcount in each individual school?? How is that better for local children??</p> <p>What assurances can be given that overall standards will improve and not actually reduce. If some schools are performing well, will Teachers be forced to move within the MAT footprint? This is a concern and has the potential to force good teachers to seek opportunity elsewhere, and parents to choose other schools.</p> <p>What assurances are there that these new MATs won't become very impersonal with the centralization of functions such as finance, creating more senior positions doesn't mean that they have more time. Looking at the proposal, redundancies look likely, what assurances can be given to protect employment?</p> <p>What assurances can be given about minimum staffing levels in each</p>	<p>Thank you for your comments, concerns and questions, and participation in our consultation, your response is appreciated.</p> <p>The project is phased and discussions began several years ago. The project gained momentum in January 2021 with the Bishop's vision was published on the Diocesan Schools Website. It gained traction in April 2021 when the Bishop announced the project to establish 2 CMATs entered the implementation phase. The recent School's White Paper also sets out plans for all schools to be in strong MATs or have clear plans to do so by 2030. This consultation is the start of a conversation. It is a genuine and meaningful consultation and school-led. No outcome is predetermined. The report collating all consultation responses will feed into our next Governing Board meeting where the debate continues. The dialogue with parents and stakeholders also continues. It is a statutory process, and a further statutory consultation would also be necessary with all employees if the Board resolve to academise.</p> <p>The decision to apply for academy conversion – or not, is made by the School Governing Body. The application is approved by the Bishop and cannot proceed without the consent of St Francis Trust. A DfE Advisory Board consider and agree – or not, on behalf of the Secretary of State (this proposal will go to the 15 June Advisory Board, with papers due by 25 May). If approved, the funding agreement and other legal documents are signed by the Chair on behalf of the Governing Body. Each of these stages takes time, and needs to be completed before the summer break for a September launch.</p> <p>Economies of scale have been negotiated for the SIMs contracts which achieved a 25% saving over current prices for the CMAT. Potential savings have been benchmarked and include opportunities for savings on the cost of insurance as schools move into the Risk Protection Scheme as academies. CMATs have also achieved savings in photocopying leases, and supply cover, several paying out more than receiving back. In some areas the costs may not change but service improvements achieved by moving to better deals or tighter contract management. Savings in terms of time can be achieved where there is one point of liaison with HMRC or DfE. St Clare, our sister CMAT runs an in-house Payroll function. With each school contributing, an in-house service offer might be a solution for some aspects.</p> <p>Government funding is allocated on a per pupil basis, increasingly on National</p>
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<p>13</p>	<p>Hi,</p> <p>My main concern would be if the quality of development for the children suffers.</p> <p>A recent survey shows that academies don't perform as well as non-academy schools in achieving OFSTED Outstanding or Good status.</p> <p>Therefore having reassurance (and the reasons/plan) that the quality of development won't suffer, and there would be more opportunities open for the children to experience, I would be satisfied with that.</p> <p>Many thanks</p>	<p>The school development plan would transition across into the CMAT, supported by a CMAT-wide school improvement plan. The St Francis vision is as '... a family of schools growing and working together to ensure provision of high-quality Catholic education that is inclusive and equitable for all children in our schools, as well as nurturing and developing the leaders, teachers and all staff in our communities to ensure outstanding teaching and learning at all times and strong leadership teams.</p> <p><i>Following the example of St Francis of Assisi, we strive to serve all with care and love. We acknowledge each individual as created by God and deserving of respect and ensuring all have what they need to flourish and reach their full potential in God's love.'</i></p> <p>All schools continue to develop and grow opportunities for their pupils, staff and communities and fully expect that to continue within the CMAT.</p>
<p>14</p>	<p>If this Academy is about protecting the Catholic education then you may want to make sure choosing a catholic school in the first place is still a viable option for people. With the cost of living crisis the last thing we need is to continue with school Easter holiday being so out of step with other schools. What does it really achieve? childcare is expensive, without being able to share the childcare with family and friends or having access to the holiday clubs offered to ease the issue then the real question for many having to consider every penny is going to be do we choose catholic or non catholic? Currently deciding if I should withdraw my child from this school before my younger one also is school age after all I can teach catholic life myself.</p>	<p>Thank you for your comments, concerns and questions, and participation in our consultation, your response is appreciated. We appreciate that Easter holidays were difficult for some families and the cost of living crisis very real and painful for so many families at this time. It is envisaged that holidays will remain a school decision aligned to Local Authority dates where possible.</p>

<p>15</p>	<p>I am concerned about the proposed acadamisation. Will it affect staff morale? Will their work load be increased to un-manageable lengths? Will staff retention be affected? In terms of the pupils, will they continue to have a balanced curriculum? Also, will the school continue to be a family and community orientated school? What are the main benefits for the school and families, I did look on the link that was sent but I could not find anything that gave a direct answer.</p>	<p>Thank you for your comments, concerns and questions, and participation in our consultation, your response is appreciated. Yes, OLMC will continue to be family and community orientated.</p> <p>Any change can impact on morale, the school leadership team is available to support all employees at this time to answer about this school- led consultation. Workloads will not change if Governors decide to proceed. The St Francis CMAT process for schools due to transition would be managed on a frictionless basis to minimise disruption and impact in the classroom. School Business Managers have provided additional information and worked hard to support the process to date which have been invaluable.</p> <p>Staff turnover is a natural part of a school and we support all those looking to further their career in school and when moving on. OLMC have one vacancy currently. The benefits of a MAT have been summarised with the acronym TEAM: together everyone achieves more. The Diocesan website also captures the importance of preserving Catholic ethos. Elsewhere benefits of a MAT model have been identified as follows by Parentkind:</p> <p>‘improving quality of teaching and learning, sharing of best practice, economic benefits of sharing services, flexible staffing resources and retention (e.g. the CFO can cover statutory duties if a business manager was on holiday or unwell), (and) Headteacher greater autonomy in day -to -day running of the school’. More time on education, teaching and learning and care of pupils and staff colleagues as the accounting officer function is held at Trust level. The DfE White Paper also illustrates the benefits of operating in a strong Trust published 28 March 2022. An offer booklet has also been prepared by St Francis CMAT, available in school.</p>
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<p>16</p>	<p>The MAT is about strengthening Catholic education but the number of Catholics is in decline we have avoided this issue for many years due to the influx of Polish Catholic families, what happens if a school drops below a critical percentage of Catholic pupils can it still be removed from the MAT and taken over by the LA or DfE.</p> <p>How will SEND Budgets and EHCP funding be managed?</p> <p>Will services required as part of a child's EHCP be as cost effective if the MAT has to source it?</p> <p>Will the SENDCO role become a centralised one for the MAT? If so will there be still be a local representative?</p> <p>As there are extra layers of management whose roles will be reserved for Catholics who can oversee the Catholic nature of the schools will we see non Catholic teachers be able to progress to take on Headteacher roles?</p> <p>There have been indications that not all schools are onboard with joining the MAT. If not every school joins in this initial wave what assurances do we have that we will not be financially worse off until the full number of schools join?</p> <p>Will the curriculum be set by the Diocese? If yes, if the curriculum doesn't suit a school's local need or teachers feel it isn't working for their school will the individual school be able to opt out?</p>	<p>The school remains part of the Catholic Diocese by virtue of the endowed land etc., the schools 'foundation'. The Catholic Life of the school managed on behalf of the Bishop via Foundation Governors and a Catholic head teacher locally operating within the CES memorandum of Understanding with the Secretary of State for Education. A renewed focus on Catholic education is part of the purpose of the CMATs and will help to address any decline in Catholic admissions</p> <p>SEND and EHCP funding follow the child so they remain local to the school. Services sourced have to be cost effective and be funded within the EHCP.</p> <p>No the SENCO will be school-based, locally supervised, although the CMAT envisages a SEND and inclusion forum to bring colleagues together to network, offer support and share practice regularly.</p> <p>For St Francis CMAT, the Catholic life aspects of the CEO role are overseen by Fr Peter McGuire.</p> <p>Not all schools will be part of St Francis CMAT when established from September, as consultations continue for some schools, and for others they have yet to commence. There are conversion grants available from the Government to cover set up costs such as central legal costs, so VA schools are not disproportionately affected with cost-neutral set up (e.g. LAs charge £6-7k for transitioning schools into a MAT). Some grants will be funding activity in the first year of set up only, so those joining later may not benefit directly from those will therefore be shared across fewer schools. Some costs will be lower managing fewer schools. There will be a management charge for all joiners, and it will be the same for all. It will be capped at >5% and excludes pupil premium and SEND funding allocated to specific pupils.</p> <p>The curriculum will be set by schools as the CMAT aims to protect and preserve the current arrangements, and achieve a frictionless transition.</p>
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17	<p>I am really not sure what you want me to comment on as I feel like a mushroom. I have a little understanding of academies but I am struggling to understand the need for our school to join one. Our school meets all my child's needs and he continues to thrive. Would an academy change this? Maybe for good or for worse. Would there be a change to school hours and holidays? Would there be a change to staff and especially would the school leadership change? Do we get a brand new school with fantastic facilities? Or do we just keep the old one as it is perfectly fine.</p> <p>Last but not least we look at how it will affect the child. My child is doing fantastic at this school. Whilst I understand change is good it sometimes doesn't need changing if it works really well.</p> <p>Sorry I cant be of more help but I have not been made aware of things what an academy will bring.</p>	<p>Thank you for your comments, questions, and participation in our consultation, your response is appreciated. The Diocese of Hallam supports 47 schools and educates over 16,000 pupils. In January 2021 the Bishop's vision for the schools project and full academisation was published – available on the Diocesan Schools Website. It gained traction in April 2021 when the Bishop announced the project to establish 2 CMATs entered the implementation phase. The recent School's White Paper also sets out plans for all schools to be in strong MATs or have clear plans to do so by 2030. The proposed CMAT model aligns with the DfE expectations of strong MATs with around 7,000 pupils if all 23 schools join St Francis Trust in due course.</p> <p>It is reassuring to know that OLMC meets all of your needs and will continue to do so under the CMAT model. This is because it builds on the existing families of schools in the Diocese of Hallam and all that is good and has been achieved in OLMC. The model is one of 'adding to', not 'taking away'. The St Francis CMAT is bringing together schools to establish the CMAT on a frictionless transfer basis, so in the classroom and for pupils and staff should be unchanged, continuing to focus on school improvement priorities and plans. In future we expect this to continue, on a more collaborative and networked basis: Together Everyone Achieves More.</p> <p>This academy and Trust model will not change things like school hours, holidays, staff or leadership. There will be opportunities in due course to access capital funding grants for buildings to make planned improvements and maintenance.</p> <p>Trusts with over 3000 pupils will enable direct access to additional e.g. capital funding streams which currently schools cannot apply for. For our children, we anticipate</p>
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