ST. IGNATIUS CATHOLIC PRIMARY SCHOOL

Headteacher: Mr. C.J. Bonner

Section 1: Academy Information

What are the Governors of St Ignatius Catholic Primary School proposing?

The Governors are proposing that St Ignatius Catholic Primary School converts to an Academy and joins the existing Lux Mundi Catholic Academy Trust (CAT). This will be as part of a newly created Haringey Hub within the Lux Mundi family.

The School has received the consent of the Diocese of Westminster and the Regional Director (RD) to convert to an academy.

The Lux Mundi Catholic Academy Trust (CAT) has received the consent of the Diocese of Westminster to welcome St Ignatius Catholic Primary School into an expanded CAT.

What is an Academy?

Academies are publicly funded schools that are not managed by a local authority, but their funding and accountability is directly with the Department for Education (DfE).

What is an Academy Trust?

What is the Lux Mundi Catholic Academy Trust?

The Lux Mundi CAT is part of the Diocese of Westminster CAT Strategy in which it hopes all Schools in the Diocese's 11 Families (across 17 London Borough and 2 Counties) will join CATs to protect, secure and develop Catholic Education for the future.

The Lux Mundi CAT was formed in 2024 and currently encompasses the following schools;

- Cardinal Pole Catholic School
- Bishop Challoner Catholic School
- St Anne's and Guardian Angels Catholic Primary School
- St Monica's Catholic Primary School
- St Elizabeth Catholic Primary School

The Diocese of Westminster has nominated 5 Members who own the Memorandum and Articles of Association of the Trust, registered with Companies House.

The Trustees of Lux Mundi include Cardinal Vincent Nichols, the Archbishop of the Diocese of Westminster, Auxiliary Bishop and Chair of the Education Commission of the Diocese of Westminster, Chief Operating Officer/Financial Secretary of the Diocese of Westminster and the Director of Education for the Diocese of Westminster.

Why is the Lux Mundi Catholic Academy Trust expanding creating a Haringey Hub within the CAT?

The Diocese of Westminster Trustees keep the Catholic Academy Trust (CAT) Strategy (2017) under review and have observed and recognised the evolution of the Diocese's existing 9 Catholic Academy Trusts.

Trustees believe that by utilising the Hub model to expand open Trusts, the Diocese can provide opportunities for schools to convert and benefit from the support of flourishing, established CATs, in areas where there is not an existing Trust.

Trustees have therefore invited schools in Haringey to form a Hub within the Lux Mundi CAT; schools in other parts of the Diocese without an existing CAT have been invited to join other established Trusts.

Granting consent to mature CATs to create Hubs in neighbouring Boroughs maintains the integrity of the original Family of Schools model, allows all schools across the Diocese to benefit from the support of an Academy Trust, and helps to further strengthen the network of growing CATs.

Will other Schools in Haringey also join the Lux Mundi CAT?

Yes, the Diocese has asked all Catholic Primary Schools in Haringey to join the Lux Mundi CAT.

St Mary's Priory Catholic Infant and Junior Schools and St Francis de Sales Catholic Infant and have received Academy Orders to convert to an academy and join the Lux Mundi CAT and will be holding stakeholder consultations with their school communities.

Why is St Ignatius Catholic Primary School proposing to join the Lux Mundi CAT?

The Governors have been actively considering joining a CAT and believe that it is now in the best interest of our school.

In September 2017 the Diocese of Westminster published its strategy for Catholic Academy Trusts **https://education.rcdow.org.uk/academies-homepage-new/**

The Diocese's CAT Strategy sets out the reasons, benefits and structure of the Catholic Academy Trusts. The Diocese is clearly minded to continue with and increase the speed of its CAT programmed, and by choosing to join and expand a Trust now and under our 'own steam', we are able to shape our own future.

We also believe the time is right in terms of reductions in funding and support from local authorities.

The reasons for this include:

- Catholic education is facing many threats both nationally and across the Diocese, in terms of declining rolls and increased financial pressures due to Austerity.
- With government borrowing already at unprecedented levels, prospects for an increase in school funding in the short to medium terms are extremely low.
- We face a growing need to protect, secure, and develop the Church's mission in Catholic education, working together to grow our resilience and overcome other future threats.
- The Headteacher and Governors believe that converting and joining Lux Mundi Catholic Academy Trust will deliver the best future for our school.
- The Headteacher and Governors believe joining a CAT will secure strategic school-to-school support through sharing the very best of our leadership, management, teaching and learning, pastoral and spiritual development.
- Catholic schools currently work as 'islands' and by coming together in solidarity we will be stronger, more robust and more resilient for the future.
- Behind the scenes, very little will change for pupils, staff and parents. The changes will bring in closer working practices to Governance and back office functions.

How will the School benefit from joining the Lux Mundi CAT?

Existing and prospective children in schools within CATs will benefit in a number of ways, including:

- Enhanced collaboration and partnership across the schools
- Increased savings and efficiencies at a time of growing financial pressures
- Improved teaching, learning, pastoral and spiritual development for each child through increased collaboration, challenge and support
- Increased professional development opportunities and career pathways for staff
- Improved retention and development of the best Catholic teachers and Leaders
- Clear, robust and effective Governance at Trust, CEO and Local Advisory Council levels
- Secured Catholic education across the Diocese for generations to come.

What is the process for the school to join the Lux Mundi CAT?

The conversion process includes the following key legal processes:

- Putting in place a Supplementary Funding Agreement (SFA) for the school
- Transferring the employment of the staff from the local authority to the Lux Mundi CAT following a statutory process (TUPE*)
- Agreeing a Commercial Transfer Agreement for the transfer of assets and contracts from the local authority to Lux Mundi CAT
- Arranging a 125-year lease for any land held by the local authority and agreeing a Church Supplemental Agreement (CSA) with the Diocese of Westminster for the buildings owned by the Diocese

*(*TUPE = Transfer of Undertaking – Protection of Employment)*

When would the school become an Academy?

We would expect that the process will take 4-6 months. Work is underway and the planned conversion date is 1st January 2026.

Why is there a consultation?

The Academies Act 2010 requires the school to consult "such persons as they think appropriate" on whether the school should become an academy.

The Governing Body of St Ignatius Catholic Primary School is consulting with all key stakeholders about the proposed academy conversion including parents, staff, pupils and other schools over a 4-week period commencing 8th September and closing on 3rd October.

Will the CAT expand to include more schools over time?

Yes, the Lux Mundi CAT will expand to embrace all Catholic Voluntary Aided schools in Hackney, Tower Hamlets and Haringey who wish to become Academies under the Diocese of Westminster CAT programme.

What work has been done by governors to explore all options?

Governors have conducted a number of activities
to ensure we reach the best decision for our school.

These include:

- Discussions with other local schools to understand their strategy and journey.
- Attendance at specific training and information sessions for Governors.
- Research on other CATs.
- Research on academisation based on information from a variety of sources.
- Presentations and Q&A from various CATs on a number of different subjects.
- Presentation and discussion covering the pros and cons of all the options for the future of the school.
- Due diligence processes with the Diocese of Westminster, DfE and Lux Mundi CAT.

How will the Governance arrangements of the Lux Mundi Catholic Academy Trust work?

The Diocese of Westminster has nominated 5 Members who own the Memorandum and Articles of Association of the Trust, registered with Companies House.

The Members include Cardinal Vincent Nichols, the Archbishop of the Diocese of Westminster, Auxiliary Bishop and Chair of the Education Commission of the Diocese of Westminster, Chief Operating Officer/Financial Secretary of the Diocese of Westminster and the Director of Education for the Diocese of Westminster.

The Members have appointed a Board of Foundation Directors with strategic oversight for the Trust and Schools. The Foundation Directors are currently comprised of Governors associated with schools who wish to serve on the Trust Board.

Each School will retain a Local Governing Body which, with the Headteacher, will be responsible for the day to day running of the school.

The Local Governing Body will have powers delegated from the CAT Board of Directors under an agreed Scheme of Delegation and are accountable to the Board.

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Lux Mundi's Board of Foundation Directors has strategic oversight for the Trust and Schools. The Foundation Directors are comprised of Governors associated with schools who wish to serve on the Trust Board.

Will the School retain its individual ethos?

Yes, the Diocese is very clear that the individual ethos, character and good practices of each school are retained and that all the schools operate as equals supporting each other.

Each school is seen as central to its own community with the skills of each being used in a supportive way for all the others. Every school gives and receives support from one another.

Does the school need agreement from Haringey Council to become an Academy?

No. This is not required by the process outlined in The Academies Act 2010.

What form of relationship will exist between Haringey Council and the school?

This is for individual Academies or Catholic Academy Trusts to determine – there is no statutory requirement for any formal relationship between Local Authorities and Academies.

Academies are directly funded and accountable to central government (Department for Education and the Education Skills Funding Agency).

Haringey Council would retain statutory duties for aspects of Special Educational Needs, admissions co-ordination and provision of home-to-school transport. Haringey would also be expected to play a key strategic role locally in areas such as pupil place planning, admissions and sharing good practice.

The school has a good relationship with Haringey Council and will seek to maintain and cultivate this in the future.

Are Academies subject to the same Ofsted inspection regime?

Schools converting to Academies will continue to be inspected in the normal way.

Section 2: Staff Issues

Does the school have to hold consultation with staff?

Under employment legislation the Governing Body which is the current employer will need to conduct a TUPE consultation with all staff (both teaching and non-teaching) and the relevant unions as part of the staff transfer process.

Will teachers' pay and conditions change?

No. Whilst Academy Trusts do have the freedom to vary terms and conditions from national ones, the Diocese of Westminster Strategy commits its Catholic Trusts to abiding by teachers' pay and conditions.

If the school becomes an Academy, who takes responsibility for the pension arrangements?

Teachers working in an academy fall within the scope of the Teachers' Pension Scheme (TPS), just as if they were employed in a Local Authority maintained school.

Non-teaching staff at schools are able to join the Local Government Pension Scheme (LGPS). This is administered by the London Borough of Haringey as at present.

Employees will pay the same rate as at present under both schemes, subject to any nationally imposed changes.

How will the TUPE process work and what specific responsibilities does the Governing Body have?

As the current employer, the Governing Body is responsible for informing and consulting with staff.

The Governing Body is responsible for informing the Lux Mundi CAT, as the new employer, of any 'measures' which will impact on their employment.

There are none planned in this case and the Lux Mundi CAT will write to each member of staff confirming that they will transfer under existing terms and conditions.

Section: Finance

Will we get more money as an Academy?

The total overall funding for the CAT in Haringey would be higher than the sum total of present funding distributed to each school. This is because the council withholds a portion of the school's fund as a contribution to council budgets. That would not happen as an Academy
There are other financial advantages, for example VAT is recoverable on normal business activities and capital works.

The government is clear that becoming an Academy should not bring about a financial advantage or disadvantage to a school. However, academies do have greater freedom to decide how they use their entire budget, and Multi Academy Trusts are able to identify efficiency savings from enhanced partnership working.

Section 4: Admissions

Will becoming an Academy affect our admissions arrangements?

When a school becomes to an Academy it also becomes an admission authority responsible for its own admission arrangements. As the school is joining a Multi Academy Trust – Lux Mundi CAT will become the admissions authority. Schools will continue to make decisions about their admissions arrangements, and a CAT could propose changes in the same way a school currently can.

In the same way as maintained schools, all academies and their schools are required to adopt clear and fair admission arrangements in line with the admissions law and the School Admissions Code.

Will Academies have to be a part of the annual coordinated admissions scheme? E.g., when the LA needs to find places for families relocating to the area etc.

Yes - Academy Funding Agreements require them to be in local coordination. That means although the academy will apply its own admission arrangements, the LA will send out offers of places. The Local Authority also coordinates admissions for in-year applications and applications for year groups other than the normal point(s) of entry. This will not affect the Academy's right to determine which applicants have priority for admission. Academies are also required through their Funding Agreements to participate in local fair access protocols which help to ensure that no child is without a school place.

Will the Academies decide to bring in academic selection?

No. Schools becoming Academies cannot decide to become new selective schools.

Section 5: Special Education Needs

Will our responsibilities in relation to Special Educational Needs and exclusions change?

No. Responsibilities as an Academy in relation to Special Educational Needs and exclusions will be just the same as they are now as a maintained school.

Can a child with a statement of Special Educational Needs nominate an academy as their school of choice?

Yes. These arrangements and related processes must at all times comply with the School Admissions Code, and responsibilities as an Academy in relation to Special Educational Needs will be just the same as they are now as a maintained school.

Does becoming an Academy change the way in which exclusions are dealt with?

Academies are required by their Funding Agreement to follow the law and guidance on exclusions as if they were maintained schools. This includes reporting exclusions to the Local Authority. However, Academies do not have to consult the Local Authority before deciding to exclude a pupil and they can arrange their own independent appeals panel.

Section 6: Further Information

How do I find out more about the proposals?

The Headteacher and Chair of Governors will host a consultation meeting for parents at 4.45pm on Tuesday 23rd September 2025.

A separate meeting is being held for staff.

Please complete and return the questionnaire page below to the school office

If you would prefer to complete it online, return it by email to: consultation@st-igs.haringey.sch.uk

Mr V. Carroll-Battaglino
Chair of Governors
St Ignatius Catholic Primary School



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