



# St Carlo Catholic Academy Trust Consultation

Wednesday 18<sup>th</sup> June 2025



St Joseph's Catholic Primary School

# Welcome and Introductions





Dear Lord,

We seek your guidance during this consultation period, we ask for your wisdom and clarity. Help us to see clearly and to listen attentively to the information. May your grace be with us and may your light illuminate the path ahead. We trust in your loving care and unwavering presence.

Amen

# Catholic Academy Trusts

“Our generation inherited a thriving Catholic sector. We have a profound responsibility to consider and adopt a strong framework which allows us to bequeath our schools – intact and strengthened – to our successors. Catholic Academy Trusts enable us to meet that challenge.”

Cardinal Vincent Nichols





# Diocese of Westminster



## CAT Strategy in Context

- Nationally across England (January 2024)
  - 42.7% of primary schools are now academies (or free schools)
  - 81.9% of secondary schools are academies (or free schools)
  - 46.8% of special schools (excluding non-maintained special schools) are academies (or free schools)
- There are currently 61 Academies in 9 CATs across the Diocese of Westminster, with growing engagement in all Family areas
- All 19 Catholic Diocese in England and Wales have a plans in place to form Catholic Academy Trusts for all their schools to protect Catholic Education
- The DfE has stated (in the 2022 white paper 'Opportunity for all: strong schools with great teachers for your child') that all schools in England should have plans to join a MAT (Multi-Academy Trust) by 2030
- It is a Diocese of Westminster requirement that all schools will have plans to join a CAT by September 2025
- CATs not MATs – Catholic values at the heart of all we do



Diocese of Westminster

# The Diocesan Vision for the CAT programme

- 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 shared economies of scale and efficiency savings
- School leaders, teachers and Governors can combine skills, share thinking and tackle challenges together
- To 'Protect, secure and develop Catholic education'

# Our Proposal....



Is that St Joseph's Catholic Primary School converts to an academy and forms the St Carlo Catholic Academy Trust with our partner schools in the Ealing Deanery.

The Schools which have received the Diocese's and Regional Director's consent to convert and form the CAT are:

- Cardinal Wiseman Catholic School
- St Vincent's Catholic Primary School
- Mount Carmel Catholic Primary School
- Our Lady of the Visitation Catholic Primary School
- St Anselm's Catholic Primary School
- St Gregory's Catholic Primary School
- St Joseph's Catholic Primary School
- St John Fisher Catholic Primary School
- St Raphael's Catholic Primary School

In time, all Catholic schools in Ealing will be expected to join the St Carlo CAT.

The Holy Family Catholic Primary School is the only Ealing School which is not part of this proposal. They are welcome to join the CAT when Governors decide the time is right for the school to do so.





Diocese of Westminster

# Features of the St Carlo CAT of Ealing Schools

- To be inclusive and open to all Catholic schools in the Deanery
- All staff to transfer on their existing (Ealing) terms and conditions of employment
- All new staff to be appointed on the same terms and conditions
- No changes to staff employment policies, benefits or pensions entitlement
- Continue to be active members of the Ealing Learning Partnership
- CEO and CAT Board to have strategic oversight for the CAT
- Scheme of Delegation protecting the Headteacher's autonomy to run their school with the Governing Body
- Enhanced collaboration on teaching & learning, assessment, SATs, Section 48 inspection to improve pupils' experiences
- Looking outward and retaining our links with our LA/community schools in Borough
- Recruiting and retaining the very best teachers and support staff
- Developing career pathways for middle leaders to become tomorrow's Headteachers
- Identify procurement opportunities and direct economies of scale and efficiency savings to the classroom
- To 'Protect, secure and develop Catholic education in Ealing' for generations to come



# How do we benefit?

- Economies of scale and increased resilience
- Greater collaboration
- Coordination and support from an Executive Leader
- Shared back-office functions
- Eligible for SCA (School Condition Allocation funding) which is an annual grant for capital works
- Able to reclaim VAT on capital works over £50,000
- Recruitment and retaining the best Catholic Leaders and staff
- Protect, secure and develop Catholic Education through a network of Family CATs supporting schools
- Claiming £225,000 conversion grant for all 9 schools to set up the CAT.



# What will not change....



Ethos of our School



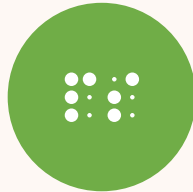
The Staff Team



Our School Uniform  
and Curriculum



Governors will  
continue to serve on a  
Local Governing Body



PAN London Co-  
ordinated admissions  
process



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 to lead the strategic development of the Trust



Funding direct from ESFA not through the LA

# 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

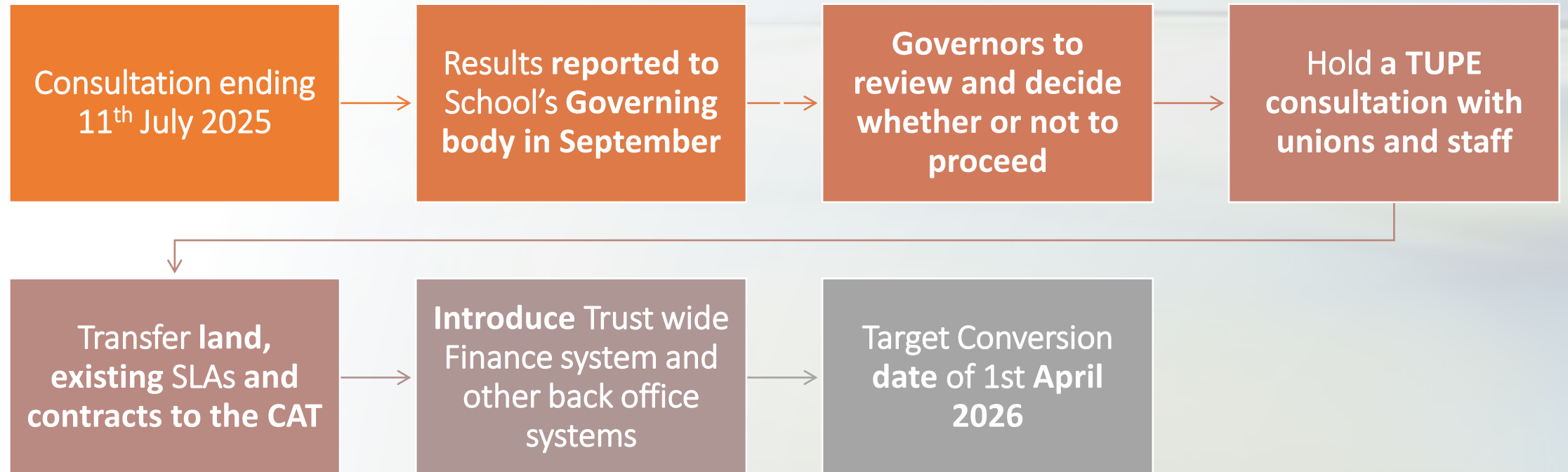


Reduction in capacity  
of Local Authorities  
to support schools



Central to national  
education policy

# What are the next Steps?



# Any Questions....

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Thank you for  
your time and  
contributions

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