

Introduction to Catholic Academy Trusts



What is a MAT?

Multi-Academy Trust (MAT) or school trust is **an academy trust that operates more than one academy school.**

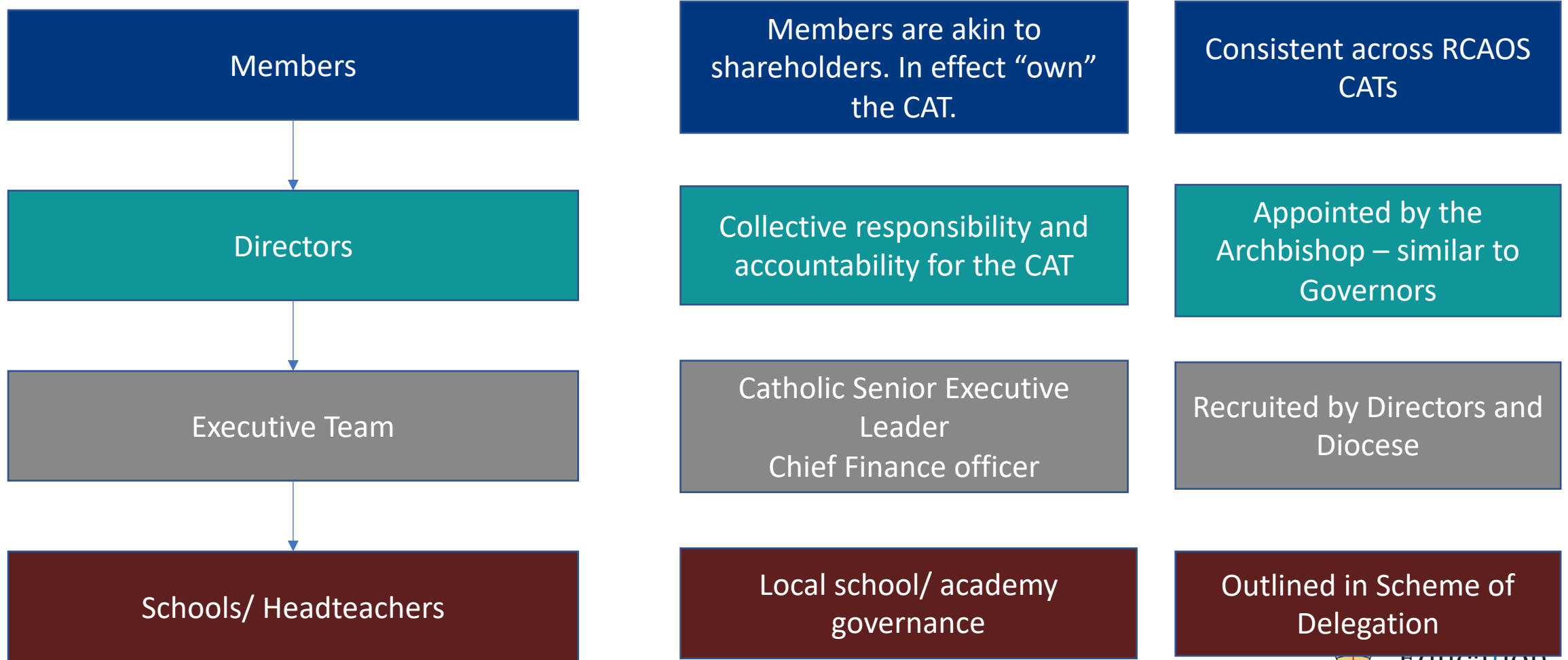
- Different from collaborations – MATs are themselves legal entities and not the schools that are within it.
- The MAT has responsibility for the governance of its schools, but can delegate to local academy committees/ local governing bodies.
- The Secretary of State signs a master funding agreement with the MAT, with supplemental funding agreement with each constituent school

RCAOS lens:

- RCAOS refers to its MATs as CATs – Catholic Academy Trusts
- RCAOS is working towards all Catholic Schools in the Diocese joining one of its CATs, including the SATs that currently exist.
- RCAOS will have up to 6 CATs.



What is the structure of the CAT?



How is Governance different?

Each CAT has an articles of association and a scheme of delegation. These documents set out the governance within each Trust.

- Articles are consistent across RCAOS CATs
- Scheme of delegation may reflect local context
- The CAT becomes the employer – all employees across all schools within the CAT are in the employment of the CAT.
- The CAT becomes the admissions body across all its schools.
- Local academy committees remain, managing local requirements and standards within the school.
- Local academy committees continue to have parent and staff representatives. All RCAOS CATs will have Foundation Director only.

What is the role of the Foundation Director?

An appointment as a Foundation Governor or Director is a gift from the Archbishop.

Appointed in Civil Law, foundation directors are responsible in Canon Law for the following:

1. Know and implement the Bishop's policies on education, including religious education;
2. Represent those policies to the governing body;
3. Understand and promote the distinctive nature of Catholic education;
4. Act for the good of Catholic education as a whole within the diocese, considering not only the interests of the individual school or college, but the interests of other schools and colleges;
5. Respond to the needs of the Catholic community as a whole, as represented by the Bishop;
6. Secure the long-term future of Catholic education;
7. Always act in accordance with the mind of the Bishop



The mind of the Archbishop

“There is no doubt about the direction of travel for Catholic Education in our Diocese. MATS offer us the capacity to strengthen Catholic Education and to secure our delivery in delivering the best outcomes for young people. MATS help us consolidate, bring unity, bring depth. We need to move forward in a different way, Single Academies are not the model we want to carry into the future. The expected way to move forward is to look at MATs, to share experience and bring everyone together into a fold and not to be in isolation.”

Archbishop John Wilson, November 2023



Who employs the staff?

- The CAT is the employer of all staff
- When schools either convert from VA, or transition from a SAT, all employees will be subject to TUPE transfer to the Trust.
- Headteachers will report into the CSEL (Catholic Senior Executive Leader/ CEO)

Who owns the land and buildings?

- In Southwark, most schools are already majority owned by the Diocese. There are exceptions:
 - Religious orders
 - Local authority (particularly playing fields)
 - Some parcels of land are owned by Governing Bodies.
- Where LA owns the land, and that land is for the purpose of playing fields/ sport – a 125 year lease is put in place. Where LA land is apparent and is not in use for physical education – ownership is transferred to the Diocese
- Where Diocese or religious orders own the land, the Church Supplemental Agreement is used to agree use of the land.
- In most instances, the Diocese continues to be the landowner.

What is the scheme of delegation?

- The scheme of delegation is a document that sets out how accountability and decision making works within a Multi Academy Trust.
- It is created as part of the set up of the trust, and is reviewed annually by the Trust board.

2. FINANCIAL

					Single School Leadership and Business Management			
Matter		Members	Directors ('Trust Board')	Board Committees	Executive Team ('Trust Office')	Local Governance Committees (LGC)	Headteacher	Senior Exec Accountability
2.1	Overall Trust Budget (Source: 2.4, 4.9 AFH)	N/A	2.1A: Approve the overall Trust budget on an annual basis.	2.1B: (F&R) Endorse the overall Trust budget and recommend it to the Board for approval.	2.1D: Collate the overall Trust budget and recommend it to the F&R Committee for approval.	N/A	N/A	Director of Finance and HR
				2.1C: (F&R) Monitor the Annual Trust Budget.	2.1E: Monitor the Annual Trust Budget and provide regular updates to the F&R Committee.			
2.2	Trust Office Central Budget (Source: 4.9 MFA / 2.8 (ATH))	N/A	2.2A: Approve Trust office central budget on an annual basis.	2.2B: (F&R) Endorse the Trust office budget and recommend it to the Board for approval.	2.2D: Prepare the Trust office budget and recommend it to the F&R Committee for approval.	N/A	N/A	Director of Finance and HR
				2.1C: (F&R) Monitor the Annual Trust Office Budget.	2.1E: Monitor the Annual Trust Office Budget and provide regular updates to the F&R Committee.			
2.3	Annual School Budgets (Source: 2.4, 2.5 ATH)	N/A	N/A	2.3A: (F&R) Approve each school's annual budget and three-year forecast	2.3C: Review school and Trust budgets and recommend amendments or action to the F&R Committee	2.3D: Endorse school budget and three-year plan and recommend to the Executive Team for review.	2.3F: Prepare and monitor school budget and three-year plan and recommend it to the Governance Committee to endorse.	Director of Finance and HR

How does each school retain it's own charism?

- RCAOS has no directive to ask CATs to change any charism of any individual school. The Diocese supports the charism of each school and encourages its Trusts to retain individual characteristics within their Academies.

How does the Diocese oversee the CATs?

- The CAT Oversight group is in place to not only ensure that new CATs and their growth are sustainable and viable, but also to provide oversight to existing MATs.
- RCAOS Members have delegated oversight responsibilities to the CAT Oversight group.
- Trust Relationship Officers (TRO) within the Education Service to provide a single source of advice and guidance.
- RCAOS protocols developed to ensure all CATs have a clear, consistent understanding of the roles and responsibilities.
- Shared process developed for property maintenance and development, ensuring Diocesan oversight and risk management.

Any Questions?

