



Attendance - 8 Parents, Headteacher, Deputy Headteachers, 3 Governors

Tamsyn Lawlor introduced the team from the academy trust.

CEO of Xavier, James Kibble presented to all present

- Background of the team and the trust
- Why academise?
- What are other schools doing?
- Update on the situation at St Bede's
- How do we serve our schools? Based on speaking to schools about what they need.
- What will change?
- What next?

Xavier have done due diligence and very happy with the school. Legal processes. Consultation period underway. If all goes well school can be in the Trust by 1/4/24

Questions from email and in-person attendees

Q - Future of employment at the school will all staff have QTS?

A - Staff come over with same T&C etc. Xavier don't consider it good practice to have unqualified teachers in the school, yes to training.

Q - School shouldn't have autonomy in term dates.

A - Xavier - Surrey send round term dates which Xavier then agree as a group

Q - How much does it cost to join the academy?

A - At the moment money from the school goes to the LA, who take a portion and then pass the rest to the school. In an academy, money comes direct to the school and then the school pays a contribution to the academy which is 4.5% of pupil driven funding. EHCP, PP money and all other money is separate. This 4.5% is about as low as it goes, money at the centre is just enough to fund the services. It increased previously when the headteachers decided they would like to increase it to include more services.

Q - How does this compare to LA?

A - Slightly more expensive than the LA, but providing a greater service.

Q - What about the loss of decision making power of the governing board and headteacher.

A - At present, school is a diocesan school. In joining the Trust, headteachers run schools, not prescriptive, but focus is on outcomes for children and parents, spend the money wisely. If the school continues to run well then no intention of interfering.

It was suggested it may be worth speaking to parents of children in schools already in the trust.

Q - Is it correct that we only have one option for the MAT and that's Xavier.

A - Diocese have decided that there is only one option. Therefore a matter of when not if? Mrs Lawlor and the governing board decided that being in early was the best option.

Q - Resourcing - what are you bringing to the school?

A - Capital financing - at the moment the pot of money goes to the diocese. Under academisation - pot of money goes to the Trust and more likely to get access to capital funding.



Q - Changes to parents and children's experience of school - Will there be any differences in curriculum changes when will they come in?

A - No changes at all. About sharing resources, e.g. on computing. Currently group of schools working on science curriculum. MAT is not in the business of being prescriptive, in some cases give examples of best practice, e.g. two phonics options.

Q - What are Xavier schools in terms of OFSTED?

A - All are good or outstanding, so better than the LA schools.

Q - Is it a done deal?

A - No currently in consultation so GB to make a final decision.

Q - What is the biggest risk for academies?

A - MATs grown too quickly or didn't have the capacity to support schools as they should.

Q - Timing

A - If it were to go ahead on 1/4/23

Q - When would changes be put in place?

A - Whenever they are needed.

Q - Top slice

A - At the moment LA takes the top slice, in the future academies take it.

Q - How is there more money for academies?

A - Explained the VASCA set up. Trust has an estates director. Pot of money goes into conditions and projects. All schools get condition money every year. How is the best way to fund the projects?

Q - Are there new governors?

A - No, governing body becomes local governing board of the Board of Directors.

Q - What are the views of the teachers?

A - Met with them this afternoon, felt like a positive meeting. Asked lots of questions, use the consultation period to think and ask further questions.

Q - Accountability and changes in the role of the governing body e.g. appointment of headteachers.

A - If something goes badly wrong then responsibility is with the MAT and board of directors. BOD can't have the oversight they need. So local gov board to oversight, scrutinise.

Q - Will the questions from staff be shared?

A - Please see separate document regarding questions from the Staff Consultation Meeting

James Kibble closed the meeting with thanks.