



Director's Update

October 2017

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A news and information bulletin from the Director of Education to all headteachers, chairs of trusts, chairs of governors and company secretaries in the Diocese of Nottingham.

DIOCESAN PLAN FOR CATHOLIC SCHOOLS - UPDATE

Director's Letter

Dear Colleagues,

Welcome to this special edition of the *Director's Update*.

Now that our four regional meetings have been completed, we are preparing for our board meeting which will take place on 10 October. Following this meeting, I shall be having a number of meetings with representatives from the Department for Education and with John Edwards, the Regional Schools Commissioner. I am very grateful to all those who managed to attend one of our meetings and for the very helpful and constructive comments which we received. We have begun to work on a *Frequently Asked Questions* document based on some of the common themes which arose in the regional meetings; this will be shared with schools following the half-term breaks.

One of the main points that I emphasised at all of our meetings was that the intention of *Part II* of our *Plan for Catholic Schools* is to move to a more 'regional' approach with a far greater emphasis on the specific needs and context of each of the four Catholic Multi-Academy Trust communities. I am delighted that each of our regions has begun to engage on the process of appointing a 'project lead' who will work in close collaboration with Neil Weightman who is acting as project manager on behalf of the NRCDES. One of the other areas which was mentioned at some of our regional meetings was the importance of ensuring that there is an accountability structure in place to monitor the work of the regional implementation teams. Further information about this is included within this document.

Over the coming weeks, I shall be arranging to meet informally with small groups of headteachers and I would also like to establish a headteachers' reference group for each region of the diocese.

With my best wishes and grateful thanks for your continued support and encouragement.

Peter Giorgio
Director of Education

Chaplaincy

Part II of our *Plan for Catholic Schools* made reference to the development of lay chaplaincy within our four Catholic Multi-Academy Trusts. We meet regularly with our lay chaplains and have asked them to form a small working group with us so that we can begin to work in a more detailed way on how we can continue to develop chaplaincy within our new trusts.

The Catholic Education Service (CES) has also published revised guidance on 'Standards for School Chaplains' and a job description for school chaplains at both primary and secondary level. We shall be sharing these materials with our lay chaplains and headteachers over the coming weeks.

Names of Catholic Multi-Academy Trusts

We received an excellent response in our survey for proposed names of our Catholic Multi-Academy Trusts. This information will be discussed at the NRCDES board of directors meeting on 10 October and we hope to inform you of these names very soon. Thank you to all those who offered suggestions and who took the time to engage in the voting process.

Members

Part II of the *Plan for Catholic Schools* outlined our proposals regarding the members for our new Catholic Multi-Academy Trusts. The members will be appointed by Bishop Patrick over the coming weeks and we shall inform you of these appointments as soon as possible.

Foundation Directors

Phase I of our recruitment process for directors of our new Catholic Multi-Academy Trusts will begin as soon as the materials are approved by the NRCDES board of directors on 10 October. There will be two recruitment rounds, the second of which will take place in March 2018. We hope to then have our boards in place by the summer term 2018. Following Bishop Patrick's recent pastoral letter on Catholic education, we have received several enquiries and expressions of interest from possible new directors.

Regional Project Leads

As I mentioned in my introduction, I am delighted that each of our regions has either appointed or is about to appoint a 'project lead' who will work on the implementation process in collaboration with Neil Weightman from the NRCDES. I would like to express my very grateful thanks to all those who expressed an interest in the role and to all who have been involved in the appointment process itself.

Clearly, the nature of this role will vary according to the situation in each of our regions but we shall ensure that the project leads meet on a regular basis with Neil Weightman and that we obtain outside professional support and advice for some areas of work where required. One of the first tasks for each of the project leads will be to produce an implementation plan for each region which will outline the work ahead. It is also very encouraging to note that each of our project leads will also be calling upon the skills and expertise of colleagues within their local area at various times over the coming weeks and months.

This issue was raised at some of our regional meetings and is, naturally, of great importance. We are keen to ensure that we establish a mechanism through which the work of our regional implementation teams can be monitored, particularly in terms of ensuring that the project is kept on track. We would like to establish an 'implementation committee' for each region comprising governors or directors. An outline terms of reference for this committee is included below. Emails will be sent to all current chairs of governors in our schools. For further information and to express an interest, please contact Neil Weightman.

Terms of Reference for The [**] CMAT Implementation Committee

Purpose

To scrutinise, challenge and provide feedback to NRCDES on the work of the implementation project team in the delivery of Part II of the *Plan for Catholic Schools in the Diocese of Nottingham*.

Authority

The Implementation Committee draws its authority from the following resolution passed by [name and Company Number of receiving MAT] ** [the company number]

*In accordance with the Articles, the Directors **RESOLVED** by written procedures on ** October 2017 to constitute a committee, The Implementation Reference Group, for the [.....] CMAT, for the period 11th October 2017 – 31st August 2018. The Implementation Reference Group's purpose being to scrutinise, challenge and provide feedback to NRCDES on the work of the implementation project team in the delivery of Part II of the Plan for Catholic Schools in the Diocese of Nottingham as set out in the Terms of Reference for the Committee.*

Membership

There will be a minimum of 5 and maximum of 9 members of the committee drawn from existing governors and directors within the [**] CMAT area. The members of the committee shall act in the best interests of the [**] CMAT, without reference to the particular governing body, school, academy or academy trust where they are governor or director.

Accountability

The committee shall be a reference group with no executive or decision making functions, accountable through NRCDES to the Bishop of Nottingham. Feedback from the Implementation Committee will be forwarded to NRCDES and recorded in the minute book of [receiving MAT] held on Trust Governor (if applicable) and made available for public scrutiny on request. The Implementation Project Plan and updates will be published on the website of NRCDES.

Role

The committee will meet initially by the end of October 2017 to receive the implementation project plan agreed by NRCDES and presented by the Implementation Project Lead. Subsequent work will be via electronic communication responding to progress reports from the Implementation Project Lead, *monitoring spend against the Regional Academy Growth Fund allocations (if applicable)*, and taking part in selection procedures following any request to do so by the NRCDES.

Quorum

The committee has no voting rights. All comments and feedback will be recorded. There will be no minimum number of comments required for the committee to be quorate.

Time Limit

The committee is constituted for the period 11th October 2017 – 31st August 2018.

Voluntary-Aided Schools

I am very aware that for our voluntary-aided schools there is also the process of conversion to academy status to take into account. We held some preliminary information sessions on this process last term. However, with the appointment of our regional project leads, further support will be given to voluntary-aided schools on all aspects of conversion, our headteachers will not be expected to lead this entire process on their own for their school! In the meantime, if you do have any questions or concerns about the actual process of conversion and consultation arrangements etc, please contact Neil Weightman in the first instance.

Scheme of Delegation

Our latest draft of the *Scheme of Delegation* was sent out as part of the *Supplementary Materials Pack* which accompanied *Part II* of the *Plan for Catholic Schools*. We would be very grateful for suggestions and feedback particularly from governors and directors on specific issues/case studies which could be 'road-tested' against the draft *Scheme of Delegation* to ensure that as many eventualities as possible are covered. Please send your suggestions to Neil Weightman, thank you.

Appointment of Chief Executive Officers

I made reference to the engagement of Emmaus Leadership at all of our regional meetings. This company will be supporting our recruitment process for the four CEO posts. The recruitment campaign will begin very shortly. I would be very grateful for any comments or suggestions about possible activities and tasks which could form part of our selection process. Please do let me know, thank you.

Headteacher Meetings & Headteachers' Reference Group

Now that our regional meetings have been completed, I want to ensure that I am continuing to meet with our headteachers on a regular basis. Over the coming weeks, I shall be sending out dates for informal headteachers' meetings in all regions of the diocese and also more information about a representative headteachers' reference group for each of the four regions of the diocese.

Governor Updates

We shall continue to keep our governors informed of our next steps. Governor information sessions will be arranged for later this term.

Communication

I am very aware of the importance of communication, particularly over the coming months. I shall always use the *Director's Update* as one of the main methods of communication and the *Email Bulletin* for smaller items. Please do feel free to share these with other members of your governing body or board. I would also be grateful for any additional comments on how we can continue to develop our methods of communication.

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