

Academisation FAQs (Frequently Asked Questions):

- **What is a Multi Academy Trust (MAT)?**

A Multi Academy Trust is a charitable company and is responsible for overseeing the running of a number of academy schools. It has three layers of governance: the Members; the Directors; and the Local Governing Bodies.

A MAT is formed when its articles (legal document) are approved by the DfE, and it is registered at Companies House as a company. MATs (Multi Academy Trusts) are made up of a number of academy schools – some are just primary school MATs, others will have secondary schools in them, and some will include Special Schools too. It is usual for MATs to have periods of growth, when a number of schools might join and then some period of consolidation. There is not a set number of schools that constitutes a MAT.

Trusts and their academies are rightly expected to work with and support other schools, including vulnerable schools. There are now thousands of academies in the country, including many schools that have converted in our local authority.

The partnership established between all schools in the MAT ensures that the schools can share skills, best practice, and make optimum use of resources ensuring best value for money for each school.

- **What are the advantages in general of becoming an academy in a MAT?**

There are many advantages of being part of an academy trust, from working together to preserve and improve education in the area, to educational, financial, and spiritual benefits. Essentially, a group of schools working together in a single body can do lots of things that are harder for stand-alone schools to do. Teachers work and learn together to improve the way they teach, and schools can share practices that make a difference to the quality of teaching. Teachers and leaders can work together on the things that matter – like curriculum and assessment. In addition, schools can challenge and support each other to continually improve.

- **How will it affect my child's education?**

Our school and Mother Teresa Catholic Academy Trust are wholly committed to ensuring that every pupil achieves his or her full potential. We are also wholly committed to improving the quality of teaching and learning and providing staff with the best professional development. By working in collaboration with other schools within the Trust we will be able to benefit the pupils at each school by sharing resources and expertise.

- **Will there be any curriculum changes?**

There are no plans to impose curriculum changes on our school.

- **Will the uniform at the school change?**

Some MATs do have a corporate approach, but Mother Teresa Catholic Academy Trust (MTCAT) does not. It is important that each school continues to have its own unique identity in the Trust and MTCAT recognises this includes uniform, logo, and signage.

- **Will the times of the school day or holidays change?**

There are no plans to change the term dates. Any future changes would be subject to extensive consultation with parents and carers.

In line with [Government Guidance on the length of a school week](#), released in July 2023 for implementation by September 2024, the school will be making changes to the school day. This will be communicated to families at the earliest opportunity and sits outside of this consultation.

- **Will staff change or have to move to other schools?**

No. Staff terms and conditions are protected by law. Nobody will be told to move to another school. Occasionally, there may be job opportunities in other schools and staff could apply for those, as they could if they were not in a Trust. Staff terms and conditions are protected by a process called TUPE when they join the Trust.

- **What does it mean for staff at the school?**

All staff have the right to transfer their employment under TUPE legislation from their current employer, the Governing Body, to Mother Teresa Catholic Academy Trust. We are also keeping staff updated and offering reassurance that terms and conditions will remain in line with nationally and locally agreed pay and conditions.

- **Who will be responsible for maintaining the school?**

The Mother Teresa Catholic Academy Trust would enter into a 125-year lease for the land, currently owned by the Local Authority. All Hallows would retain responsibility for the cost of maintaining the land and buildings.

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- **Academisation may create uncertainty and instability for teachers and staff, particularly if there are changes to employment conditions or contractual arrangements. Will there be any contractual changes for teachers now or in the future?**

TUPE stands for the Transfer of Undertakings (Protection of Employment) Regulations. The main purpose of the TUPE Regulations is to preserve continuity of employment and to safeguard the employment rights of all employees, whose employment transfers to an Academy Trust as a result of a relevant transfer i.e. transfer to Mother Teresa Catholic Academy Trust.

- **How will it affect the school's admissions policy?**

All Hallows Admissions Policy will remain exactly the same as it currently is post conversion.

Should you wish to know more about the Government's policy, the Department for Education has its own academies bookmark on <https://www.gov.uk/guidance/convert-to-an-academy-information-for-schools>