



**St Francis' Catholic Primary School**  
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**MAT Consultation for Staff**  
**Monday 13th May @ 3:30 pm**

***Will workload increase?***

No, there will be no increase in workload for teachers. Head teachers, however, will have a lot to do in preparation for the transition.

***Will the uniform change in the long term?***

No, there are no plans for changing the uniform.

***Will all Heads do learning walks or observations?***

That already happens- Head Teachers from across the Deanery are invited into schools for Learning Walks to share good practice.

***Does it mean if we are all working under the same umbrella we will move around if required between the schools?***

The first question is who will be your employer? Your employer at the moment is St Francis' Catholic Primary School. Your employer will become Our Lady Of Grace Catholic Academy so that does mean there is scope to move between schools but we want the move to be with agreement i.e. promotion/opportunities to develop not by force.

***How will the general public know that we're transitioning?***

It's on our website, that we are in a consultation period. There will be a meeting with parents on Thursday and Friday so that's how they'll know. The general public will know by going to our school website there will be a link to say that we are part of our Lady of Grace Catholic Academy.

***Does it affect us as teachers at all? Are there disadvantages?***

It affects you as teachers in the sense of who your employers are as you are part of a wider community of schools. As for disadvantages, I can't think of any, this is all very new. St Helen's and St Joachim's have been in the trust for about three years and they are very positive about its impact. We had a Leadership Day in December with all the Catholic School in Newham and we got to hear from staff who work at the schools that are currently in the MAT and what it's been like for them and it seemed positive.

***Schemes of work, will they change?***

We don't have any plans for that to happen.

***Can all schools come together to facilitate for an SEN provision?***

Yes, and there are examples of us working collaboratively now. If we look at St Helen's as a model before we had a sensory room we went to St Helen's to use their soft play room and sensory room every week. We don't buy into a dyslexia service but one of St Helen's teachers has trained to diagnose dyslexia and has come in to test some of our children so there is scope for us to tap into each other's strengths and skills.

***Who is the Central Governing Body? The Union said that schools will be taken from the Local Governing Body and instead will be under the Central Governing Body.***

The Local Governing Body remains at St Francis'. The Local Governing Body will feed into the Trust Board who have been appointed by the Bishop. It's not clear what the Central Governing Body is. Think about how the Local Governing Body affects you now.

***Who are the Trust Members?***

They are around six people who the Bishop has appointed with most having previously been members of a Governing Body - so are very experienced. This number is currently growing as the MAT expands; one of our experienced Governors - will be joining the Trust Board and our previous Chair of Governors is a Trust Board member - but they don't represent our school and will no longer be on our school Governing Body once join the Trust because they cannot be on both.

The Trust may look at having Trustees linked individual schools so they have a better sense of what is happening in each school but it's not an immediate plan.