DIOCESE OF Hexham & Newcastle

DEPARTMENT FOR EDUCATION -



Diocesan Academy Policy

December 2019

INTRODUCTION

Underpinning this Diocesan Academy Policy, is the desire and need to ensure the promotion, preservation, protection and future development of Catholic education within the Diocese of Hexham and Newcastle so that it is fit for the mission of the Church.

The aim of this policy is that all schools will be academies within four Diocesan trusts by July 2022. This expectation has been arrived at following feedback from schools about whether an end date for academy conversions in the Diocese of Hexham and Newcastle should be agreed.

The implementation of this policy will happen in two stages:

- Stage 1: consolidation of existing academies and trusts into one base trust
- Stage 2: conversion of voluntary aided schools to academy status within their regional trust

The four trusts have been tasked with fulfilling the Diocesan vision for academy development. Whenever voluntary aided schools convert to academy status, they will join their single regional trust as equal partners with all schools within the trust. All schools in the region will be included in the process from the outset.

CATHOLIC EDUCATION IN THE DIOCESE OF HEXHAM AND NEWCASTLE

In establishing the trust structures and having a single system in our Diocese, we aim to ensure that the children and young people in our schools will continue to receive the very best educational opportunities and life fulfilling experiences, within communities which have the teachings of Christ and his Church at the very centre.

The document 'Christ at the Centre' cites four reasons why the Church provides Catholic Schools:

- To assist in its mission of making Christ known to all people
- To assist parents, who are the primary educators of their children, in the education and religious formation of their children
- To be at the service of the local Church the diocese, the parish and the Christian home
- To be a service to society

The vision for the education of children in Catholic schools is based on answering the fundamental question, posed by Pope Benedict XVI: "What kind of person would you really like to be?" Education in the Diocesan family of schools is about enabling children and young people to grow as human persons. Working together, the aim is to provide a rounded education for the whole person.

Education must pay regard to the formation of the whole person, so that all may attain their eternal destiny and at the same time promote the common good of society. Children and young people are therefore to be cared for in such a way that their physical, moral and intellectual talents may develop in a harmonious manner, so that they may attain a greater sense of responsibility and the right use of freedom and be formed to take an active part in social life. (Code of Canon Law - 795)

Catholic education is inspired by a vision of life seen whole, embracing the fullness of human experience and its expression in the life of the individual, in the family, in the local community and in society at large. We are created for goodness; we want to help children and young people fulfil that promise and enrich the world as they grow from childhood to mature citizenship.

The vision of a Christ-centred community of faith finds its meaning and purpose in Jesus Christ himself, who taught that he is the 'Way, the Truth and the Life'.

The mission of schools is to develop a sense of truth, of what is good and beautiful. And this occurs through a rich path made up of many ingredients. True education enables us to love life and opens us to the fullness of life. (Pope Francis – Address to Italian School Teachers – 10 May 2014)

Directors, governors, CEOs, headteachers, and senior leaders must reflect the image of Christ and go about their work with children, families, parishes and local communities in a manner that gives witness to the Catholic faith in our Lord Jesus Christ and that demonstrates Gospel values in action.

Christ is the foundation of the whole educational enterprise in a Catholic school. (The Catholic School, 1977 - 34)

CORE PRINCIPLES

There are some core principles that underpin our Diocesan Catholic schools.

The key areas of the distinctive nature of Catholic education are recorded in Principles, Practices and Concerns (Bishops' Conference 1996) and can be considered as underlying principles:

- The search for excellence as an integral part of the spiritual quest
- The uniqueness of the individual made in God's image and loved by him
- The education of the whole person based on the belief that the human and divine are inseparable
- The education of all with the particular duty to care for the poor and disadvantaged
- Moral principles put into practice within a Christian community

And, the following principles recorded in 'The Common Good in Education' (Bishops' Conference 1996) also apply:

- Subsidiarity which means decisions being taken as close to the grass roots as good government allows
- Solidarity which means we are all responsible for each other, with a willingness to see others as self

The Church also promotes the principle of Community Cohesion.:

• Thus, Catholic schools must continue to look outwards and work in partnership with all other schools in the wider community, to the benefit of all children in society

The principles set out in this policy provide the foundation for Catholic education within our Diocese, ensuring that our schools are fit for the task of educating the current and future generations of children and young people. The trust structures must enable high quality teaching to continue, and to develop and flourish, so that all children and young people who attend our schools receive the best possible Catholic education.

Within each trust, the Catholic mission of schools will be strengthened, school to school support will be enhanced, and provision will be improved further. A Catholic trust model where every school has its place will mean that no individual school will be left isolated or vulnerable in a rapidly changing environment.

It will ensure that the uniqueness of each individual school is celebrated and the unique contribution of each is recognised and appreciated.

• The above principles are enshrined in the documentation associated with academisation, namely Model Articles of Association adopted by the Diocese of Hexham and Newcastle, the model Scheme of Delegation, and the Memorandum of Understanding

TRUST STRUCTURES

ACADEMY REGIONS

There are 156 schools in the Diocese of Hexham and Newcastle:

- 20 secondary schools
- 128 primary schools
- 3 first schools
- 1 middle school
- 2 infant schools
- 2 junior schools

There are four trust regions that are geographical and align to the north, south, east and west of the Diocese (see appendix 1). All schools are within one of the four regions (see appendix 2).

IMPLEMENTATION OF THE DIOCESAN ACADEMY POLICY

Stage 1: Consolidation of existing academies and trusts

The consolidation of existing academies into one of four trusts is in process and the aim is that it is completed by July 2020. The base trust is expected to lead on this growth and is required to ensure that there is a recognition of the strengths of the joining trusts as well as a commitment to using these for the good of pupils and staff. The base trust is expected to develop a joint vision for serving the region and local areas.

Stage 2: Conversion of voluntary aided school to academy status with the regional trust

It is expected that all voluntary aided schools will work towards conversion to academy status by July 2022.

The consent of the Bishop and the Diocesan Directors is required before a school can become an academy. The decision to convert to academy status is that of the school Governing Body, which should have regard to any policy or guidance issued by or on behalf of the Bishop.

The Diocesan Department for Education will work with each regional group to ensure that from the outset all schools are included in the process of trust growth.

FURTHER DOCUMENTATION

This policy should be read in conjunction with the

- Model Articles of Association adopted by the Diocese of Hexham and Newcastle
- Diocese model Scheme of Delegation
- Memorandum of Understanding
- FAQs document

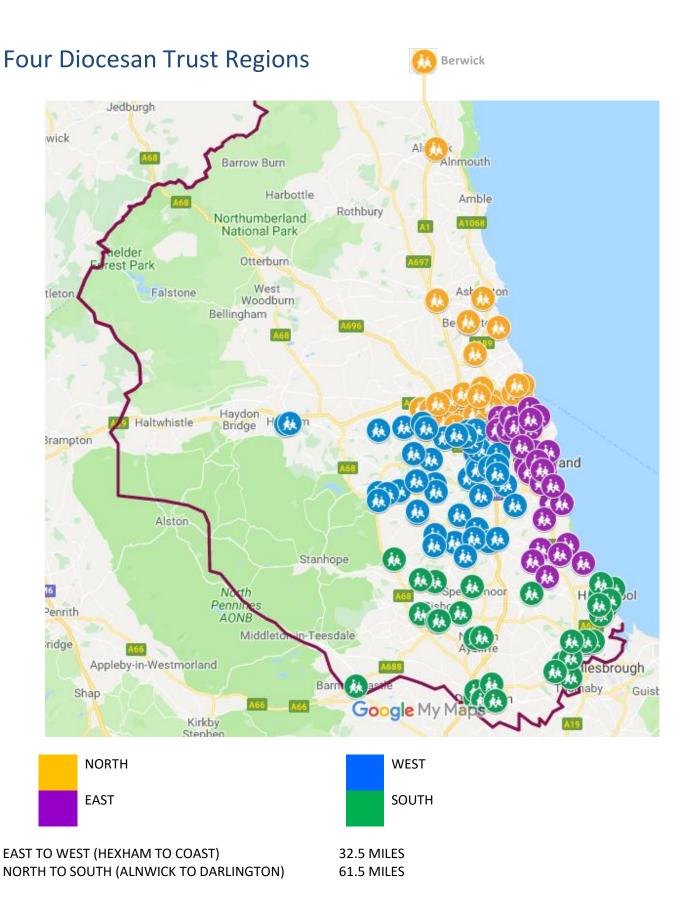
RELATIONSHIP WITH LOCAL AUTHORITIES

The Diocese acknowledges the local authority statutory responsibilities. The Diocesan Department for Education will continue to work collaboratively with each local authority to support them in their statutory responsibilities and to achieve the successful implementation of this policy. The Diocese would encourage trusts to use the services of local authorities where these demonstrate quality and value for money.

DIOCESAN FAMILY OF SCHOOLS

In order for this policy to be fulfilled, the Bishop expects all schools to continue to work together as a Diocesan family for the good of Catholic education in our Diocese. Through the trust structures the aim is to facilitate greater sharing, adding strength and capacity to our system and ensuring that all schools are supported and included. In this way we will better fulfil the mission of Catholic education within the Church.

This policy was approved by the Bishop and the Diocesan Directors on 11 December 2019.



Schools in each Diocesan trust region

North

Newcastle

English Martyrs' RC Primary Fenham

Our Lady & St Anne's RC Primary Newcastle

Sacred Heart Catholic High School Newcastle

Sacred Heart RCVA Primary Newcastle

St Alban's RCVA Primary Walker

St Bede's RCVA Primary Denton Burn

St Catherine's RCVA Primary Sandyford

St Charles' RC Primary Gosforth

St Cuthbert's Catholic High School Newcastle

St Cuthbert's Catholic Primary Kenton

St Cuthbert's RCVA Primary Walbottle

St George's RCVA Primary Bells Close

St John Vianney RC Primary West Denton

St Joseph's RCVA Primary Benwell

St Lawrence's RC Primary Byker

St Mark's RCVA Primary Westerhope

St Mary's Catholic School Benton

St Michael's RCVA Primary Elswick

St Oswald's RC Primary Gosforth

St Teresa's Catholic Primary Newcastle

St Vincent's RCVA Primary Walker

North Tyneside

St Aidan's RC Primary Wallsend

St Bernadette's RC Primary Wallsend

St Columba's RC Primary Wallsend

St Cuthbert's RC Primary North Shields

St Joseph's RC Primary North Shields

St Mary's RC Primary Forest Hall

St Mary's RC Primary North Shields

St Stephen's RC Primary Longbenton

St Thomas More RC Academy North Shields

Star of the Sea RC Primary Whitley Bay

Northumberland

St Aidan's RC Primary School Ashington

St Bede's RC Primary Bedlington

St Benet Biscop Catholic High Bedlington

St Cuthbert's RC First School Berwick

Ss Peter and Paul's Catholic Academy Cramlington

St Paul's RC Primary School Alnwick

St Robert's First School Morpeth

St Wilfrid's RCVA Primary Blyth

39 schools

South

Darlington

Carmel College Darlington

Holy Family RC Primary Darlington

St Augustine's RC Primary Darlington

St Bede's RC Primary Darlington

St Teresa's RC Primary Darlington

Hartlepool

Sacred Heart RC Primary Hartlepool

St Bega's RC Primary Hartlepool

St Cuthbert's RC Primary Hartlepool

St John Vianney Primary Hartlepool

St Joseph's RC Primary Hartlepool

St Teresa's RC Primary Hartlepool

The English Martyrs School and Sixth Form College Hartlepool

Stockton

Our Lady and St Bede RC School Stockton

Our Lady of the Most Holy Rosary RC Primary Billingham

St Bede's Catholic Academy Stockton

St Cuthbert's RC Primary Stockton

St Gregory's Catholic Academy Stockton

St John the Evangelist RC Primary Billingham

St Joseph's RC Primary Billingham

St Joseph's RC Primary Norton

St Michael's Catholic Academy Billingham

St Patrick's RC Primary Stockton

St Paul's RC Primary Billingham

South Durham

Blessed John Duckett RC Primary Tow Law

Our Lady & St Thomas RC Primary Willington

St Chad's RC Primary Witton Park

St Charles' RC Primary Tudhoe

St Cuthbert's RC Primary Crook

St John's School and Sixth Form College Bishop

Auckland

St Joseph's RC Primary Coundon

St Joseph's RC Primary Newton Aycliffe

St Mary's RC Primary Barnard Castle

St Mary's RC Primary Newton Aycliffe

St Wilfrid's RC Primary Bishop Auckland

East Durham

St William's RC Primary Trimdon

35 Schools

East

East Durham

Our Lady of Lourdes RC Primary Shotton

Our Lady of the Rosary RC Primary Peterlee

Our Lady Star of the Sea RC Primary Horden

St Bede's Catholic Comprehensive Peterlee

St Cuthbert's RC Primary New Seaham

St Godric's RC Primary Wheatley Hill

St Joseph's RC Primary Blackhill

St Joseph's RC Primary Murton

St Mary Magdalen RC Primary Seaham

St Mary's RC Primary Wingate

South Tyneside

SS Peter and Paul RC Primary South Shields

St Aloysius' RC Junior Hebburn

St Aloysius' RC Infant Hebburn

St Bede's RC Primary Jarrow

St Bede's RC Primary South Shields

St Gregory's RC Primary South Shields

St James' RC Primary Hebburn

St Joseph's Catholic Academy Hebburn

St Joseph's RC Primary Jarrow

St Mary's RC Primary Jarrow

St Matthew's RC Primary Jarrow

St Oswald's RC Primary South Shields

St Wilfrid's RC College South Shields

Sunderland

English Martyrs RCVA Primary Sunderland

St Aidan's Catholic Academy Sunderland

St Anne's RC Primary Sunderland

St Anthony's Girls' Catholic Academy Sunderland

St Benet's RC Primary Sunderland

St Cuthbert's RC Primary Sunderland

St John Bosco RC Primary Sunderland

St Joseph's RC Primary Sunderland

St Leonard's RC Primary Silksworth

St Mary's RC Primary Sunderland

St Patrick's RC Primary Ryhope

34 Schools

West

Central Durham

Our Lady Queen of Martyrs' RC Primary Esh Winning

St Bede's RC Primary Sacriston

St Benet's RC Primary Ouston

St Cuthbert's RC Primary Chester le Street

St Godric's RC Primary Durham

St Joseph's RC Primary Gilesgate

St Joseph's RC Primary Ushaw Moor

St Leonard's RC Comprehensive School Durham

St Michael's RC Primary Esh Laude

St Patrick's RC Primary Langley Moor

St Thomas More RC Primary Belmont

Gateshead

Cardinal Hume Catholic School Wrekenton

Corpus Christi Catholic Primary Gateshead

Sacred Heart Catholic Primary Byermoor

St Agnes' Catholic Primary Crawcrook

St Alban's Catholic Primary Pelaw

St Anne's Catholic Primary Harlow Green

St Augustine's RC Primary Leam Lane

St Joseph's Catholic Infant Birtley

St Joseph's Catholic Junior Birtley

St Joseph's RC Primary Blaydon

St Joseph's RC Primary Highfield

St Joseph's RCVA Primary Gateshead

St Mary & St Thomas Aquinas RCVA Primary Blaydon

St Mary's RC Primary Whickham

St Oswald's RCVA Primary Wrekenton

St Peter's RCVA Primary Low Fell

St Philip Neri RC Primary Dunston

St Thomas More Catholic School Blaydon

St Wilfrid's RCVA Primary Gateshead

Northumberland

St Joseph's Middle School Hexham

St Mary's First School Hexham

St Matthew's Catholic Primary Prudhoe

North Durham

All Saints' RC Primary Lanchester

Our Lady and St Joseph's RC Primary Leadgate

St Bede's Catholic School and Sixth Form College

Lanchester

St Joseph's RC Primary Stanley

St Mary's RC Primary South Moor

St Mary's RC Primary Blackhill

St Patrick's RC Primary Consett

St Patrick's RC Primary Dipton

St Pius X RC Primary Consett

Washington

Our Lady Queen of Peace RC Primary Penshaw

St Bede's RC Primary Washington

St John Boste RC Primary Washington

St Joseph's RC Primary Washington

St Michael's RC Primary Houghton le Spring

St Robert of Newminster Comprehensive School

Washington

48 Schools