

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

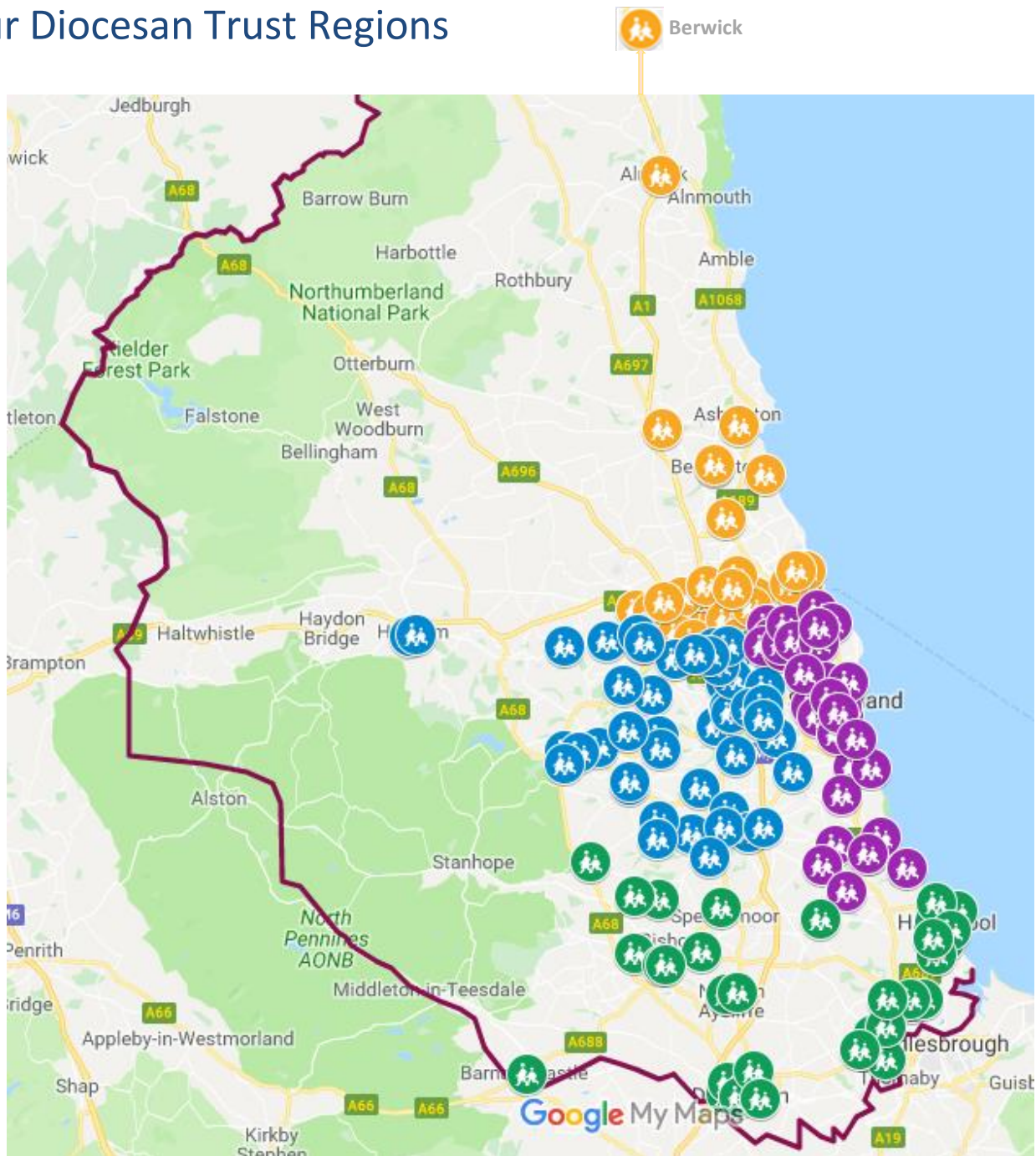
The Diocese acknowledges the local authority statutory responsibilities. The Diocesan Department for Education will continue to work collaboratively with each local authority to support them in their statutory responsibilities and to achieve the successful implementation of this policy. The Diocese would 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.

Four Diocesan Trust Regions



EAST TO WEST (HEXHAM TO COAST)
 NORTH TO SOUTH (ALNWICK TO DARLINGTON)

32.5 MILES
 61.5 MILES

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 Gillesgate
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
