



Consultation Summary

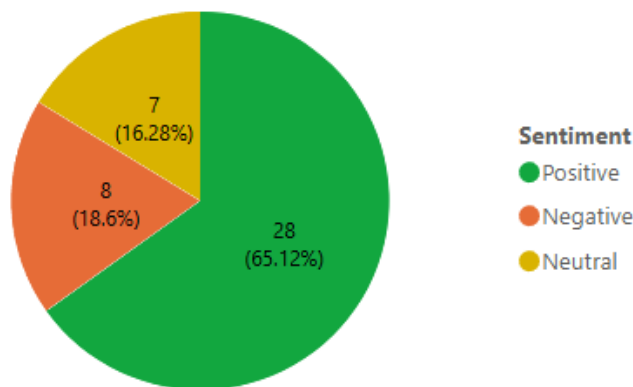
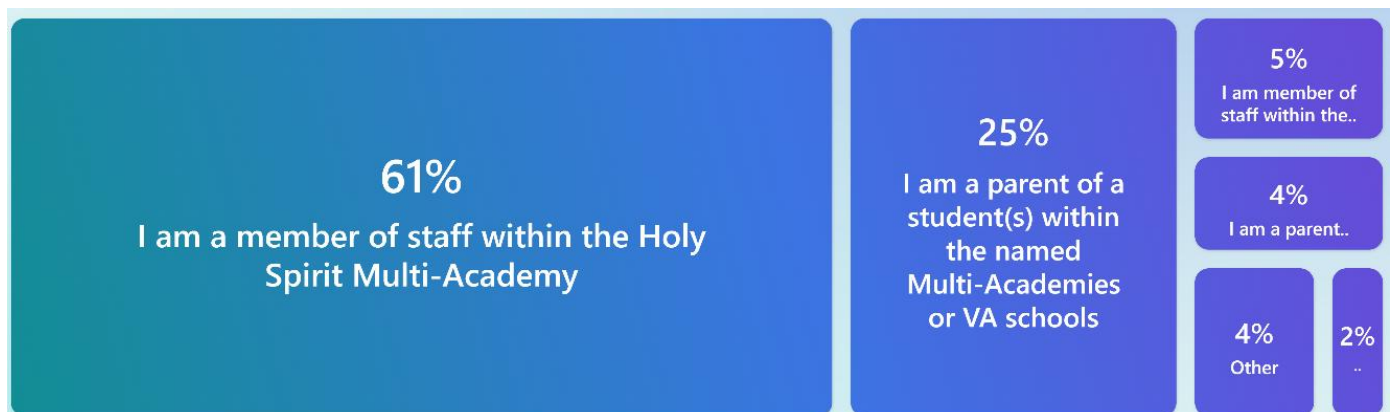
Proposed Merger of Our Lady of the Magnificat Multi-academy, Holy Spirit Multi-academy and five VA schools named below:

- St Anthony's Catholic Primary, Leamington Spa
- Our Lady's Princethorpe, Catholic Primary
- St Mary Immaculate Catholic Primary
- St Josephs Catholic Primary, Whitnash
- St Peter's Catholic Primary, Leamington Spa

The consultation period took place from Tuesday 24 February to Tuesday 24 March

Responses

Of the 43 responses received the feedback analysis can be seen below: (Demographic results are rounded)



"Have life and have it to the full" John 10:10

Our Lady of the Magnificat Multi-Academy Company

Registration No - 9064485

Trinity Catholic School, Guys Cliffe Avenue, Royal Leamington Spa, CV32 6NB

T: 01926 424418 E: enquiries@magnificat.org.uk

www.magnificat.org.uk



Consultation FAQs with Responses

Q: How will this merger directly benefit my child's education?

A: The creation of St. Raphael the Archangel CMAT is designed to deliver clear and positive benefits for all pupils by strengthening collaboration, widening access to expertise, and creating more opportunities across schools, while keeping each child's experience at the centre of all decisions.

Q: Will teaching quality, curriculum, or outcomes improve?

A: Yes, there will be a continued focus on improving teaching and learning through shared best practice, collaboration between schools, and investment in curriculum development to raise standards for all students.

Q: Will students lose resources or opportunities as a result of sharing across schools?

A: No, the intention is to enhance, not reduce, resources. The combined strength of the Trust will ensure that all students benefit from greater access to support, facilities, and opportunities.

Q: How will SEND provision be supported in the new Trust?

A: SEND provision will be strengthened through shared specialist expertise, improved coordination, and a consistent approach to ensuring every child receives the support they need to thrive.

Q: Will there be more extracurricular opportunities (e.g. sports, competitions)?

A: Yes, the larger Trust will enable a broader range of enrichment activities, including more opportunities for inter-school events, competitions, and wider experiences.

Q: Will staff workloads actually decrease?

A: Reducing workload is a key priority. By introducing shared systems, central support and collaborative working, the Trust aims to make a meaningful and sustainable difference to staff workload over time.

Q: How will staffing shortages be addressed?

A: A larger trust provides greater capacity to plan staffing strategically, improving recruitment, retention and consistency for students.

Q: Will staff be redeployed to other schools in the Trust?

A: Any staff movement will be carefully considered, proportionate, and focused on supporting both staff professional development and pupil outcomes.

"Have life and have it to the full"

John 10:10

Our Lady of the Magnificat Multi-Academy Company

Registration No - 9064485

Trinity Catholic School, Guys Cliffe Avenue, Royal Leamington Spa, CV32 6NB

T: 01926 424418 E: enquiries@magnificat.org.uk

www.magnificat.org.uk



Q: Will there be redundancies due to restructuring?

A: There are no planned redundancies linked to this proposal. The focus is on strengthening and supporting staff across all schools.

Q: How will non-teaching roles (e.g. caretakers) be affected?

A: Support staff are vital to school communities. We will ensure adequate support for all staff to ensure we maintain high standards while improving efficiency.

Q: What are the actual, evidence-based financial benefits of the merger?

A: The merger will enable efficiencies through shared services and procurement, ensuring that more funding can be directed to frontline education and pupil support.

Q: Will economies of scale genuinely result in savings for schools?

A: Yes, by working together, schools can reduce duplication and secure better value for money, helping to protect and enhance resources available to pupils.

Q: How much funding will be taken centrally?

A: Central contributions will be transparent, proportionate, and carefully benchmarked to ensure they deliver clear value to all schools. Our aim will be to ensure they do not exceed 5%.

Q: How will money be distributed across schools?

A: Funding will be allocated fairly and transparently, with a clear focus on pupil need, educational outcomes, and maintaining strong provision in every school.

Q: Will funds be diverted away from classrooms to central leadership?

A: No, the priority remains firmly on investing in teaching and learning. Central services exist to support schools and enable them to focus more resources on the classroom.

Q: What safeguards are in place to prevent excessive executive pay?

A: Strong governance, external scrutiny, and clear accountability measures ensure that leadership pay is appropriate, transparent and below sector expectations.

Q: Where is the detailed business case supporting this merger? A: A detailed business case has been prepared and submitted to the Department for Education (DfE) as part of the merger application process. It has been scrutinised by the Birmingham Diocesan Education Service (BDES) and those responsible for governance at Trust level.

"Have life and have it to the full"

John 10:10



Q: Is there a 3 year financial forecast?

A: Yes, robust financial planning includes medium and long term forecasts to ensure sustainability and careful stewardship of resources.

Q: What evidence shows that larger Trusts improve outcomes?

A: There is strong national evidence that well led multi-academy Trusts improve outcomes through collaboration, shared expertise, and consistent support.

Q: What safeguards exist against financial mismanagement?

A: The Trust will operate within strict financial regulations, with regular audits, oversight from governing bodies, and accountability to external regulators and the Diocesan Education Service.

Q: Has this model worked successfully elsewhere?

A: Yes, many established Trusts demonstrate clear benefits when scale is combined with strong leadership, clear strategy, and robust governance.

Q: What powers will local governing bodies retain?

A: Local governing bodies will continue to play an important role in representing their communities and supporting school leadership. Their role is clearly outlined in the Scheme of Delegation.

Q: How much autonomy will individual schools have?

A: Each school will retain its identity and day to day leadership, supported by a Trust framework of support that adds strength rather than removes independence.

Q: Will decision-making become too centralised?

A: The model will be carefully designed to balance central efficiency with strong local accountability and responsiveness.

Q: What is the Scheme of Delegation?

A: This will clearly outline roles and responsibilities across the Trust and will be shared to ensure full clarity and transparency.

Q: How will staff wellbeing be protected?

A: Staff wellbeing is central to the Trust's approach, supported through improved systems, collaboration, and access to wider professional networks.

Q: What safeguards are in place to prevent high staff turnover?

"Have life and have it to the full"

John 10:10

Our Lady of the Magnificat Multi-Academy Company

Registration No - 9064485

Trinity Catholic School, Guys Cliffe Avenue, Royal Leamington Spa, CV32 6NB

T: 01926 424418 E: enquiries@magnificat.org.uk

www.magnificat.org.uk



A: The Trust will focus on creating a supportive, well-led environment with strong development opportunities to retain staff.

Q: Have trade unions been consulted?

A: Yes. Engagement with unions forms an important part of the process and will continue throughout implementation.

Q: How will Trust culture be monitored and maintained?

A: The Board of Directors will hold leaders to account for the culture of the Trust which must be strongly aligned to the expectations outlined in the Birmingham Diocese's 'Strong & Flourishing CMAT Framework'.

Q: Will stronger schools lose resources to support weaker ones?

A: The approach is to ensure all schools are well supported and well resourced while maintaining strong provision everywhere, so that no school is disadvantaged.

Q: How will resources and staff be shared fairly?

A: Clear, transparent processes will ensure resources are allocated fairly and in the best interests of all pupils.

Q: Will schools maintain their unique identity and ethos?

A: Yes, preserving each school's identity, ethos, and community is a core principle of the Trust.

Q: Will standardisation override individual school strengths?

A: No, the aim is to enhance what works well by sharing best practice, not to remove what makes each school distinctive.

Q: How large will the central leadership team be?

A: The leadership structure will be carefully designed to remain efficient, proportionate, and focused on supporting schools effectively.

Q: Will new executive roles be created?

A: Any additional roles will only be introduced where they clearly add value and strengthen support for schools.

Q: How will leadership remain effective across many schools?

A: Through strong governance, clear structures, and distributed leadership, ensuring every school continues to receive appropriate support.

Q: Will leadership attention be diluted across a larger Trust?

"Have life and have it to the full"

John 10:10



A: Clear systems and structures will ensure each school continues to receive focused attention and support.

Q: Is this merger part of a longer term plan for further mergers?

A: The current focus is on delivering this merger successfully. Once complete, St. Raphael the Archangel will grow once more by September 2027, but this process too will be subject to full consultation.

Q: Are the current Trusts financially viable without merging?

A: Yes, both Trusts are financially viable. The merger is a proactive step to strengthen long term stability and ensure schools are well-supported in the future.

Q: How will long term sustainability be ensured?

A: Through careful planning, strong governance, and collaborative working that builds resilience across all schools.

Q: What will change in day to day school life?

A: Day to day, students, families and parish communities will continue to experience school life as it currently is. The positive work of the CMAT will happen in the background, ensuring all children and young people have a consistently benefit from a high quality education and exceptional learning experiences.

Q: Will the Trust name, branding, or systems change?

A: Yes. The Trust name will be St. Raphael the Archangel CMAT and over time new branding will be introduced. However, any changes will be carefully managed, with clear communication and minimal disruption.

Q: Will there be costs associated with rebranding?

A: Any costs will be carefully controlled and managed to ensure value for money.

Q: How will parents and staff be kept informed?

A: Regular, clear communication will ensure all stakeholders are kept fully informed throughout the process.

"Have life and have it to the full"

John 10:10

Our Lady of the Magnificat Multi-Academy Company

Registration No - 9064485

Trinity Catholic School, Guys Cliffe Avenue, Royal Leamington Spa, CV32 6NB

T: 01926 424418 E: enquiries@magnificat.org.uk

www.magnificat.org.uk