



# EMMAUS CATHOLIC MAC

Our journey with Christ



## FOUNDATION GOVERNOR

### Recruitment Pack

2023-2024

# Contents

## **1. The Story of Emmaus**

Page 3

## **2. Our Vision**

Page 4

## **3. Why join Emmaus?**

Page 5

## **4. Key MAC Information**

Page 6—7

## **5. Next Steps**

Page 8

## **6. Our Team**

Page 9

## **7. Our Schools**

Page 10



# Emmaus Catholic MAC

## The Story

Emmaus Catholic MAC is a Multi Academy Company under the Archdiocese of Birmingham. Emmaus Catholic MAC was first formed in October 2014, at which time it was known as St Nicholas Owen Catholic Multi Academy Company. In February 2021, following a merger with an existing Multi Academy Company, Emmaus Catholic MAC became a larger MAC of ten schools, spanning four different Local Authorities: Birmingham, Dudley, Sandwell and Worcestershire.

Emmaus Catholic MAC is based on excellent working relationships, with the aim of strengthening and improving further the life chances of all the young people within our strong Catholic partnership.

Emmaus Catholic MAC aims to provide new and exciting opportunities for further developing our staff as we continue to work towards securing and improving Catholic education in this area of the Diocese. This is a very exciting time to join our successful organisation.

We are inspired by the example and teachings of Christ and we strive for excellence in all that we do—but it is very much a collegiate endeavour, where we bring together the best of our talents to ensure:

- The mission and ethos of each school in our MAC is protected, allowing them to remain vibrant schools at the heart of their Catholic communities, whilst benefiting for all that being part of a MAC can offer.
- We use our collective experience to leverage benefits in terms of Collaboration, Academy Governance, Finance and Administration across the MAC, enabling Principals and Local Governing Bodies in our Schools to focus on delivering an outstanding educational experience for our children.
- Schools joining our MAC feel engaged and play a key role in shaping our future development as we seek to create an inspiring, developmental, and nurturing environment for the benefit of all.

Governance is a significant part of ensuring our schools are successful in achieving our overall strategy, which is why in Autumn 2023, we commissioned an External Review of Governance. This review has enabled us to form a MAC wide action plan, along with individual action plans tailored to each school's LGB. We welcome aspiring Governors who are interested in supporting our schools and joining us at this exciting time in our journey.

*Mrs Joanna Griffin*

**Chair of the Board of Directors**



# Our Vision

## Motto

Our journey with Christ.

## Vision

Excellent Catholic education for all in the heart of our communities: nourishing faith, nurturing talent, fostering aspiration.

## Mission

A family of schools, united in Christ and working as one, to provide the very best Catholic education, faith formation and personal growth, rooted in Gospel values.

## VALUES

### Believe

Christ and the teaching of the Catholic Church are at the centre of all we do. We believe there is no limit to what, with Christ, we can attain.

### Achieve

We encourage our staff and young people to: be curious about the world, embrace new ideas, meet challenges and aspire to reach the highest standards.

### Sustain

As responsible stewards of our people, resources and environment, we promote sustainability to preserve Catholic education and protect our communities.

### Share

We work collaboratively, with integrity and respect, to share expertise, training opportunities and best practice for the benefit of all.

### Serve

We recognise the Christian call to serve within our schools and wider communities. By caring for others and putting their needs first, we acknowledge the gifts God has given us and recognise Christ in those we meet.



# Why join Emmaus?

## Catholic Collaboration

There are more pressures facing our Catholic schools than ever before, including:

- School Finances
- Pupil Numbers
- Recruitment and Retention of Staff
- Succession Planning for leadership
- Increased challenges at Ofsted and Catholic School Inspections
- Covid recovery

Working together as part of a strategic, collaborative Multi Academy Company provides the opportunity for schools to address these challenges together.

## Diocesan Academy Strategy

In September 2014, our Archbishop, the Most Reverend Bernard Longley set out the vision for Catholic Education in the Birmingham Archdiocese with the intention of all schools joining one of the families of Multi Academy Companies (MACs) that are being established across the Archdiocese.

The aim is to secure, protect and continue to improve Catholic education as the Church has seen as its mission for over 150 years.

Emmaus is currently at an exciting point in which (subject to DfE approval) we are hoping to welcome 4 new schools from the Worcestershire Local Authority.

## Promoting Local Networks

Emmaus Catholic Multi Academy Company promotes and protects collaboration between our schools, as well as with other local schools.

The MAC holds half-termly Committee of Principals meetings, which allow all Principals to contribute to key issues and ideas within Emmaus.

In addition, subject leadership meetings are held enabling colleagues to collaborate, moderate and support each other with specific needs for their subject.

LGB Chairs' Network meetings are held termly, ensuring that lines of communication between the Board and LGBs are maintained.



# Information

Emmaus Catholic MAC is currently seeking to recruit Foundation, Parent and Co-Opted Governors for a number of our Local Governing Bodies to ensure high standards of achievement for all children and young people in the school by setting the school's vision, ethos and strategic direction; holding the Principal to account for the educational performance of the school and its pupils; and overseeing the financial performance of the school and making sure its money is well spent.

Local Governing Bodies are made up of the following structure:

Ex-officio (Executive) Principal

6 Foundation Governors

2 Parent Governors

1 Staff Governor

## What is a Foundation Governor?

Foundation Governors are appointed in the name of the Archbishop and form the majority of the governing body. They have a legal duty to preserve and develop the Catholic character of the school and to ensure that the school is conducted in accordance with its trust deed. This includes:

- Being familiar with, and supportive of, the policies and procedures of the archdiocese
- Representing those policies to the governing body
- Considering not only the interests of the individual school, but the interests of other schools and of Catholic education throughout the archdiocese
- Responding to the needs of the Catholic community as a whole as represented by the Archbishop.

To be eligible for appointment you must be a practising and committed Catholic, in communion with the Church. This is because the ministry of a Foundation Governor is a carrying out of your Christian vocation by collaborating with the diocesan bishop in the great work of Catholic education.

## Diocesan Criteria for Appointment as a Foundation Governor

To become or remain a foundation governor, a person must be and remain:

- A practising Catholic
- Able to give priority of attendance at meetings of the governing body to ensure representation of the Archbishop
- In possession of a valid DBS disclosure certificate (which can be arranged with the school)

To become or remain a foundation governor, a person must not be disqualified from becoming or remaining a governor in accordance with:

- the current School Government Regulations (or the college's Instrument of Government);
- the Charities Acts; and
- the Criminal Justice and Court Services Act 2000.



In respect of the school for which a person is or is to be a foundation governor, he or she must not at any time be:

- related to any member of the school, teaching or non-teaching;
- related to any governor whether elected, appointed or ex-officio, of the school;

Training for Governors is a priority for the Board and while individual governors are not expected to be skilled in every aspect of governance on appointment, all governors do need to be able to demonstrate the following at an early stage:

- A commitment to improving education for all pupils.
- A commitment to contribute fully to the work of the governing body including attendance at meetings, background reading, occasional purposeful school visits and desirable training.
- An ability to maintain the highest standards of confidentiality.
- Adequate literacy, numeracy, and ICT skills to allow effective engagement with a wide range of relatively complex information.
- Good communication skills including the ability to discuss difficult issues with tact and sensitivity and where appropriate good humour.
- The capacity to differentiate between strategic leadership and operational management.
- The confidence to ask strategic questions about school performance that contribute to both supporting and holding school leaders to account.
- The ability to work as part of a team and take collective responsibility for decisions made.
- An ability and willingness to engage in their own learning.

## What are the benefits of becoming a Foundation Governor?

This is an exciting opportunity to play a role in a vibrant and collaborative MAC that is in the process of expansion and development. The role of Foundation Governor is incredibly rewarding and the benefits include:

- Personal and professional development.
- Supporting the local and wider Catholic community.
- Gaining insight into the Education Sector.
- Being able to have a significant impact on the schools in the MAC.

## What is the commitment?

The schools in Emmaus Catholic MAC meet as a Full Governing Body once a half term with additional meetings where required. Most Governors need to commit to 6 meetings a year. However there are normally multiple opportunities for Governors to support the schools throughout the year should they wish to do so.



# Next Steps

## Register your interest

Interested parties should contact Kerry-Ann Holden, Governance Lead for the MAC, at [kholden@emmausmac.com](mailto:kholden@emmausmac.com) If you have any questions or require more information, the CEO or Chair of the Board of Directors would be happy to get in contact with you. At this point we can discuss with you which school's governing body you would be interested in supporting.

## Applications

If you decide that you would like to apply for the role of Foundation Governor you will need to complete the Diocesan application form which we can send to you. Your application will need to include a reference from your Parish Priest and a DBS Check (which we will carry out).

Once you have submitted your application and the relevant checks have been completed, you may be required to complete some initial induction training and a meeting will be set up with the Chair of the Governing Body. You will also be sent an induction pack which will provide reference to the relevant guidance and resources ahead of attending the first Full Governing Body meeting.

If you decide that you would like to apply to be a Parent or Co-opted Governor, then please contact [kholden@emmausmac.com](mailto:kholden@emmausmac.com) in the first instance.

## The Nolan Principles

The Local Governing Bodies must have a good mix of knowledge, experience and skills. All Governors must abide by the Seven Principles of Public Life enunciated by the Nolan Committee, which are:

### Selflessness

Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

### Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

### Objectivity

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

### Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

### Openness

Holders of public office should be as open as possible about all decisions and actions that they take., They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

### Honesty

Holders of public office have a duty to declare any private interests relating to their public duties and take steps to resolve any conflicts arising in a way that protects public interest.

### Leadership

Holders of public office should promote and support these principles by leadership and example.





## JOANNA GRIFFIN

### Chair of the Board of Directors

Joanna is an experienced Foundation Governor and is currently Chair of the Board of Directors with a background of over 20 years in Further Education. Our Board is made up of Foundation Directors with a wide range of experiences and expertise from business, industry and education who work, in a voluntary capacity, to ensure the ongoing health and success of all MAC schools.

## SUZANNE HORAN

### Catholic Senior Executive Leader (CEO)

Suzanne has been in post as our Catholic Senior Executive Leader (CEO) since September 2019. Suzanne has diverse portfolio of school leadership experiences and skills and previously held post as Principal at our own Hagley Catholic High School. Suzanne has led Emmaus through the unprecedented challenge of COVID and further growth by integrating a smaller MAC of four vulnerable primary schools into the MAC.

## AMANDA HODDER

### Chief Finance and Operations Officer (CFOO)

Amanda is a qualified Accountant and has many years of experience in finance and operations, leading finance, administration, HR and IT departments which has contributed to her role of Chief Finance and Operations Officer (CFOO).

## KERRY-ANN HOLDEN

### Executive Assistant to the CSEL (CEO) and MAC Governance Lead

Kerry has over 10 years experience working in schools in administrative and management roles. Kerry joined Emmaus Catholic Multi Academy Company in October 2022, where she supports the CSEL (CEO) and also supports all of our schools and Local Governing Bodies as the MAC Governance Lead to ensure effective governance across the company.

In addition to the members of the team mentioned above, Emmaus has a dedicated Central Team of staff who support our schools.

The Emmaus Board of Directors is the employer whose main responsibilities are:

- Setting the strategic vision and direction for the Multi Academy Company and its schools.
- Monitoring the MAC's work in terms of Catholic ethos.
- Developing and enhancing the quality of education provision.
- Challenging and monitoring the performance of the MAC.
- Ensuring the MAC applies with relevant legislation.
- Managing the MAC's finances and property.
- Appointing senior school leaders – Catholic Senior Executive Leader, (Executive) Principal, Head of School, Vice Principal, and RE Subject Leads.
- Ensuring effective partnerships between the Board of Directors and Local Governing Bodies.

# Our Schools



**HAGLEY CATHOLIC  
HIGH SCHOOL**  
SEMPER FIDELIS



**OUR LADY  
AND ST HUBERT'S**  
CATHOLIC PRIMARY SCHOOL



**OUR LADY OF FATIMA**  
CATHOLIC PRIMARY  
SCHOOL



**ST AMBROSE**  
CATHOLIC PRIMARY  
SCHOOL



**ST FRANCIS XAVIER**  
CATHOLIC PRIMARY  
SCHOOL



**ST GREGORY'S**  
CATHOLIC PRIMARY  
SCHOOL



**ST JOSEPH'S**  
CATHOLIC PRIMARY  
SCHOOL



**ST MARY'S**  
CATHOLIC PRIMARY  
SCHOOL



**ST PHILIP'S**  
CATHOLIC PRIMARY  
SCHOOL



**ST WULSTAN'S**  
CATHOLIC PRIMARY  
SCHOOL





# EMMAUS CATHOLIC MAC

Our journey with Christ



**Emmaus Catholic Multi Academy Company**

**Company Number:** 09174154

**Registered Office:** Hagley Catholic High School, Brake Lane, Hagley, Worcs, DY8 2XL

**Tel:** 01384 210542

**CSEL (CEO):** Mrs Suzanne Horan

[Emmaus Catholic Multi Academy - Home \(emmausmac.com\)](http://emmausmac.com)