



# EMMAUS CATHOLIC MAC

Our journey with Christ



## FOUNDATION DIRECTOR

### Recruitment Pack

2023-2024

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# 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 is committed to supporting and developing our staff as we continue to secure and improve Catholic education in this area of the Diocese.

We are inspired by the example and teachings of Christ and we strive for excellence in all that we do and 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, 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 and the work of our voluntary network of Governors' and Directors' is invaluable 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.

In addition, Emmaus is currently at an exciting time in our journey as, in line with the Diocesan Academy strategy, Emmaus will soon be welcoming 4 new schools from Worcestershire Local Authority. We welcome aspiring Directors to join our team of volunteers in supporting our mission and committing to our vision of excellent Catholic education for all.

*Mrs Joanna Griffin*

**Chair of the Board of Directors**



# Our Vision

## Motto

Our journey with Christ.

## 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.

## Vision

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

## 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.

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.

## 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 we are preparing to welcome 4 new schools from 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 Directors to the Board of Directors to ensure high standards of achievement for all children and young people across the MAC by setting the MAC's vision, ethos and strategic direction; holding the CSEL (CEO) to account; and overseeing the financial performance of the MAC and making sure its money is well spent. The Board of Directors is made up of the following committees:



## What is a Foundation Director?

Foundation Directors are key strategic decision-makers in a Catholic Multi Academy Company (MAC). The legal responsibility for the performance of each academy rests with them. Their voluntary role is strategic rather than operational much in the same way that the role of a Foundation Governor is within a single non-academy Catholic school. The Directors of the MAC delegate responsibilities, through the Scheme of Delegation, to the Catholic Senior Executive Leader (CEO), Local Governing Bodies (LGBs) and Principals of each school. A Foundation Director represents the interests of the Diocesan Bishop on the Board and as such should be a practising Catholic in good standing with the Catholic Church. A reference from a parish priest will be asked for as part of the recruitment process.

Foundation Directors have a legal duty to preserve and develop the Catholic character of the MAC and to ensure that the MAC and its schools are 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 MAC, 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.

## Diocesan Criteria for Appointment as a Foundation Director

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

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

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

- the current School Government Regulations;
- the Charities Acts; and
- the Criminal Justice and Court Services Act 2000.



# What is required?

## What skills and expertise are required?

The Board of Directors is keen to ensure that there is a wide range of complementary skills and areas of expertise reflected on the Board. An annual skills audit is conducted to help us to plan for Director training and recruitment to help to realise and sustain this balance. At present, we are looking to recruit Directors who possess the following areas of expertise:

- Human Resources
- Governance and risk management
- Finance and audit
- Operations
- Health & Safety
- Educational standards
- Strategic leadership

However, any professional experience would be helpful, and we are keen to hear from people with a variety of skills and experience. Moreover, we are committed to diversifying the membership of our Board so that it reflects the communities we serve.

## What is the commitment?

Foundation Directors are expected to attend at least three meetings of the full Board each academic year. In addition to this, all Directors will serve on at least one of the Board's Committees meeting on a termly basis as outlined below:

- Resources & Audit
- Compliance
- Performance

In addition to this, are required to be able to devote appropriate time to read and familiarise themselves with MAC documentation, policies and reports that are circulated in advance of and between meetings. There may also be occasional extra ordinary meetings in which Directors are invited to attend.

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

This is an exciting volunteering opportunity to play a role in a vibrant and collaborative MAC that is in the process of expansion and development. The role of Foundation Director 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.



# 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 Chair of the Board of Directors would be happy to get in contact with you.

## Applications

If you decide that you would like to apply for the role of Foundation Director 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 Board of Directors. You will also be sent an induction pack which will provide reference to the relevant guidance and resources ahead of attending the first Full Board meeting.

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

## The Nolan Principles

The Board of Directors must have a good mix of knowledge, experience and skills. All Directors 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.





## Emmaus Board of Directors

The Emmaus Board of Directors is the employer, made up of volunteers. The current Directors are as follows:

Joanna Griffin	Foundation Director	Chair of the Board of Directors Chair of Performance Committee
Janet Rowe	Foundation Director	Vice Chair of the Board of Directors Chair of Resources & Audit Committee
Caroline Beech	Foundation Director	
Joanne Edgecombe	Foundation Director	
Bernard King	Foundation Director	
Peter Parry	Foundation Director	Chair of Compliance Committee
Alex Pearce	Co-Opted Director	

## Emmaus Executive Team

Suzanne Horan	Chief Executive Officer
Amanda Hodder	Chief Finance and Operations Officer
Dawn Beese	Senior Business Partner
Richard Conway	Interim Senior Accountant
Kerry-Ann Holden	MAC Governance Lead and Executive Assistant to the CEO
Sarah Lee	Senior Accountant
David Standley	MAC Compliance, Estates & Procurement Lead

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

## Committee of Principals

Hagley Catholic High School	James Hodgson (Principal)	St Gregory's Catholic Primary School	Kevin Brown (Principal)
Our Lady of Fatima Catholic Primary School	David Simmons (Principal)	St Joseph's Catholic Primary School	Anthony Wilkes (Principal)
Our Lady & St Hubert's Catholic Primary School	Olga O'Beirne (Principal)	St Mary's Catholic Primary School	Izzie Borriello (Principal) Andy Carry (Interim Principal)
St Ambrose Catholic Primary School	Emma Brocklesby (Executive Principal) Sarah Laskey (Head of School)	St Philip's Catholic Primary School	Carmel Hinton (Principal)
St Francis Xavier Catholic Primary School	Laura Marshall (Principal)	St Wulstan's Catholic Primary School	Emma Brocklesby (Executive Principal) Liz Warnett (Head of School)

**Our full organisational chart can be found on our website:**

[Emmaus Catholic Multi Academy - Key Information \(emmausmac.com\)](https://emmausmac.com)



# 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

**CEO:** Mrs Suzanne Horan

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