

2022 MAC Monitoring Meetings



Name of MAC:	The Romero Catholic Academy
Date:	25th January 2022

	Top Three Strengths of the MAC		Top Three Strategic Risks for the MAC
S1	The MAC has matured in its seventh year of operation and has established experience and capacity at all levels	R1	Slow decision making/ uncertainty around the Coventry N Warwickshire MAC leads to strategic paralysis
	<ul style="list-style-type: none"> • A clear strength is the maturity and experience of the MAC is such that at all levels within the company, whether it is central team or the school structures capacity for sustained improvement is evident; the resilience of the MAC is evident and our ability to address navigate the pandemic is as a result of the maturity of our systems and approaches • Furthermore, there is a strong Community feel in the way we collaborate with schools and Parishes which continues to strengthen 'rising tides raises all ships'. The recent Ofsted report stated "Leaders from the school and multi academy company have a clear vision for the school. They know what the school does well and what they still need to work on. They value the staff team and invest in staff training. Leaders and staff have worked together to improve the school" (St Patrick Jan 2022) and "Leaders from the Romero multi academy company (MAC) have provided effective support to help the school improve." (Cardinal Wiseman Ofsted Jan 2022) • There are clear structures, procedures processes and communication channels; clear visibility through the systems that are embedded through Office 365 SharePoint, Cintra, Xero, Arbor for staff 		<ul style="list-style-type: none"> • Due to the proposed merger of MACs, there is a risk of disruption to performance, operation, decision making, identity and staff development/ morale • We seek to work in partnership with the Diocese and neighbouring MACs/ Voluntary aided schools to mitigate these risks over the next 24 months
S2	• Vast majority of schools are at least good (internally and externally)	R2	Pandemic continues to cause disruption
	<ul style="list-style-type: none"> • There is a comprehensive school improvement strategy in which all schools (except one awaiting imminent inspection which we are confident in evaluating at least Good with OS) are now at Good or above (Ofsted) • The Primary Curriculum continues to be co-designed with school leaders at all levels; Music, Art, Computing, D and T being completed this academic year. We seek to strengthen KS2 3 links too. • There is a Charter for Romero Staff and the Romero Child to ensure an equal and inclusive entitlement for all • Blue Sky entity is now within the MAC and a new Director is to be appointed to drive Learning, Development, Curriculum and Assessment in conjunction with CSEL, Executive Principal for School Improvement, Head of HR and Director of Operations. 		<ul style="list-style-type: none"> • Risk of pandemic; fall out and further disruption to learning and the operation of school(s) or MAC; we are working collaboratively and creatively to navigate the challenges • Staff absences and high costs of supply due to sickness and self-isolation have led to disruption to lessons, offices, catering and intervention groups • Ongoing mental health of staff and pupils is a priority
S3	• The MAC is in a strong financial position	R3	There is a declining population (and a faster decline in Catholic population) resulting in a fall in demand of school places for Rising Fives in catchment areas
	<ul style="list-style-type: none"> • Healthy, stable financial profile of the MAC; currently we are focused on the ability to invest in the MAC leadership capacity (tied in to school Improvement) and improving the quality of the estate (and experience for stakeholders); we are focusing now on our Environment Social Governance responsibility as an organisation with a focus on ensuring our generations of pupils are stewards of their time 		<ul style="list-style-type: none"> • Along with all schools in the city, we are seeing a fall in pupil numbers on entry: we are active in marketing strategy • Our metrics show the decline in Catholicity families and so we are actively engaging in Parishes / Synodal pathway • Risk to the finances where we carry surplus places

