



**St. Alban & St. Stephen Catholic Primary School & Nursery**  
Cecil Road, St Albans, AL1 5EG



*"Learning and Growing with God by our side"*

Tuesday 22<sup>nd</sup> July 2025

**Re: Consultation for Academisation**

Dear Parents, Carers and Colleagues,

Thank you for the responses to the consultation process for academisation. Most of those responded showed positive support to becoming an academy and joining ASCAT. The consultation analysis report is attached.

Benefits identified by the majority of respondents included:

- Belief that academisation may lead to better resourcing, structure, and support.
- Confidence in ASCAT's Catholic identity, shared values, and continuity in faith-based education.
- Possibility of increased autonomy and improved efficiency
- Flexibility of funding
- Protection of the school's Catholic status and closer links to other local Catholic schools
- Anticipation of improved staff development and greater collaboration across schools.
- Protection of the school in the face of a national decline in the birthrate leading to falling pupil numbers across the country.

Common concerns identified by some respondents during the consultation process are addressed below:

**Will support for pupils with SEND be affected?**

Within the All Saints Catholic Academy Trust, a large amount of time and energy is spent by leaders on identifying ways of Trust schools becoming even more inclusive. The Trust is currently partnering with Herts County Council in this area to cement the relationship further between the Trust and HCC in the delivery of specialist places across a number of Trust schools to support pupils with complex SEND needs.

**Will our school's relationship with the Local Authority change?**

As Voluntary Aided schools, Catholic schools have always had a different relationship to the Local Authority than non-faith schools. The LA have never been the employer of staff and therefore academisation for Catholic VA schools is about the transfer of the responsibilities of employment and strategic oversight from one voluntary body (the Governing Body) to another voluntary body (The Academy Trust Board). In both cases the majority of the members of these boards are appointed by the Diocese to maintain the distinctive Catholic



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nature of our schools – founded on the flourishing of each individual pupil toward the person that God has created them to be.

**Will the school still be able to make decisions about staffing- for example, will unqualified teachers be employed?**

The employment of teaching staff remains the responsibility of the Local Governing Body and school leadership team. The school will always strive to provide the best education for our pupils. Teaching Unions have been consulted and are in agreement that staff conditions of employment will remain the same.

**Will the school curriculum remain the same?**

All decisions related to curriculum and timetabling will remain the responsibility of the Senior Leadership Team and governing body. Our strong focus on delivering a broad and rich curriculum will remain the same.

In conclusion, after carrying out extensive due diligence and considering all of the evidence available, including the responses to the Consultations, the Governors of St Alban & St Stephen Catholic Primary School & Nursery have concluded that conversion to academy status and joining the Academy Trust will be in the best interests of our School. We believe that becoming part of the wider Catholic community of ASCAT schools will provide us with many benefits and will offer protection and support for the many challenges facing education today.

We are excited to continue to grow and learn together as a school community and as part of the ASCAT family of schools.

Thank you for your ongoing support. We are blessed to have such a strong and committed school community who care so much about the future of our school.

Kind regards,

Miss P. Lai  
Chair of Governors

Kind regards,

Head of School