

## **Memorandum of Understanding**

**Date:** 2012

**Parties:** (1) St Barnabas Catholic Academy Trust  
(2) Nottingham Roman Catholic Diocesan Trustees  
(3) The Trinity Catholic School, a Voluntary Academy

1. This Memorandum of Understanding signifies a statement of intent to collaborate and, whilst not legally binding, expresses the intent of all the parties to work together to achieve their mutual goals.
2. It recognises the intention of the St Barnabas Catholic Academy Trust, the Nottingham Roman Catholic Diocesan Trustees (the "Diocese") and The Trinity Catholic School, a Voluntary Academy to co-operate and work together to provide a framework for education which is in accordance with the teachings, doctrines, discipline and norms of the Catholic Church and with any guidelines and policies of the Nottingham Roman Catholic Diocesan Education Service (the "Diocesan Education Service")

### **Governance**

3. The Academy Trust, Executive Committee and Local Governing Bodies shall have all due regard to any guidelines and/or policies issued by the Diocesan Education Service in respect of, but not limited to the appointment, responsibilities and conduct of Directors and Governors.
4. The Foundation Governors of the Academy shall be formally appointed by the Diocese following recommendations from the Diocese Education Service on behalf of the diocesan Bishop. In carrying out this duty, the Diocese Education Service shall consult with the Parish Priest who will liaise with the Academy's Head teacher regarding appropriate appointments.
5. All Foundation Governors:
  - a) shall be practising Roman Catholic;
  - b) shall not be an employee or related to an employee;



- c) may serve a maximum of 3 consecutive terms of office (one term being 4 years) and after serving the maximum number of terms of office, shall be eligible for recommendation again after a period of 4 years; and
- d) shall not be automatically eligible for re-election after the expiry of any term of office.

The Parish Priest shall not be subject to the restriction in 4 c) and shall be able to serve such terms as are required.

- 6. The Chair of the Governors must be a Foundation Governor.
- 7. The governing body shall govern the school in accordance with any advice, guidelines or policies relating to education published by the diocesan Bishop from time to time, and in accordance with the teachings, doctrines, discipline and norms of the Catholic Church.

#### **Admissions**

- 8. The academy shall always adopt the current diocesan model policy for admissions to implement its admissions policy, giving priority to baptised Catholic children above all others and only using the criterion of practice of the Catholic faith in cases of oversubscription by Catholics.

#### **Employment**

- 9. Any Chief Executive Officer; Executive Head teacher; Head teacher; Deputy/Assistant Head teacher; Chaplain and Head of Religious Education/Religious Education Subject Leader, shall be a practising Roman Catholic.
- 10. Where there are two or more Assistant Head teachers, at least 50% should be practising Roman Catholic.
- 11. When appointing a teaching or non-teaching member of staff or issuing a new contract for an existing member of staff, the Academy Trust and Executive Committee shall endeavour to use the appropriate Catholic Education Service



("CES") contract available at that time and shall have all due regard to CES policies in force at that time including, but not limited to, policies on the employment, capability and discipline of staff.

12. The Academy shall adopt the School Teachers' Pay Conditions for all teaching staff, both established and newly appointed from time to time, such conditions to be tracked as long as they are in existence.
13. The Academy shall adopt the existing terms and conditions for all non-teaching staff transferred to an Academy Trust and when reviewing such terms and conditions, the Academy shall have regard to the terms and conditions adopted by foundation and voluntary aided maintained schools in the Academy's area for their non-teaching staff.
14. All employees of the Academy shall have access to the Teachers Pension Scheme and Local Government Pension Scheme as applicable.

#### **Education**

15. Religious education shall be in accordance with the teachings, doctrines, discipline and norms of the Catholic Church, both as a core subject and integrated into other subject areas.
16. Religious education shall constitute 10% of the weekly timetable in accordance with the tenets and norms of the Catholic Church.
17. The Academy's daily act of religious worship shall be in accordance with the rites, practices, disciplines and liturgical norms of the Catholic Church.
18. Sex and Relationships Education shall be taught:
  - a) in accordance with the social and moral teachings of the Catholic Church;
  - b) having all due regard to any policies and/or guidance issued by the Diocesan Education Service; and
  - c) in consultation with the parents of the pupils at the Academy.



## Inspection

19. Inspection of the Academy shall be conducted pursuant to s48 Education Act 2005 and Canon 808 by those appointed by the diocesan Bishop through the Diocese Education Service.

## Services provided

20. The Academy may contribute a portion of its funding, agreed from time to time with the Diocese Education Service, to assist the Diocese Education Service to carry out its functions.

## Insurance

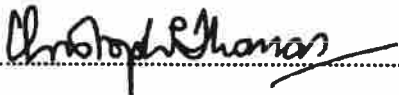
21. The Diocese shall obtain primary insurance to cover, at the least, all capital matters, from the Catholic Church Insurance Association.

Signed on behalf of St Barnabas Catholic Academy Trust by:

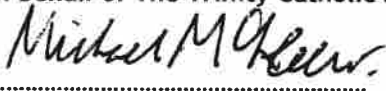
  
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Director

Signed on behalf of Nottingham Roman Catholic Diocesan Trustees by:

  
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Signed on behalf of The Trinity Catholic School, a Voluntary Academy by:

  
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Date: 1 July 2012

