

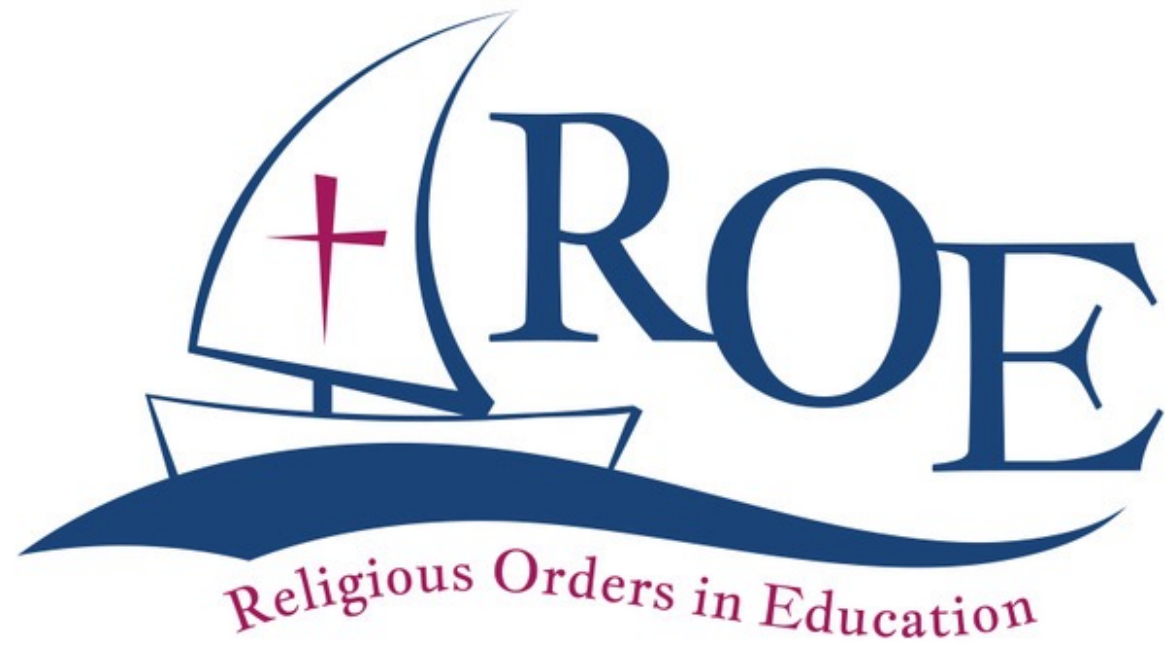


RELIGIOUS ORDERS IN EDUCATION PLENARY
30TH MARCH 2022
10.30 – 12.30

Online conference

Working as an online group - Feedback

- Chat – will be collated during the meeting
- Break out rooms – time for discussions in a smaller group
- Reflections after the meeting – email contacts
- Please keep your microphone on mute
- Please make sure that your name can be seen on the screen –
do you need to rename so that we know who you are and which religious order you represent?
- Technical support



INTRODUCTION

BRENDA FCJ

Trusteeship for the Future
The Gaudete Trust – latest news

Schools White Paper – implications for
Religious Order schools

Gaudete MAT – progress so far

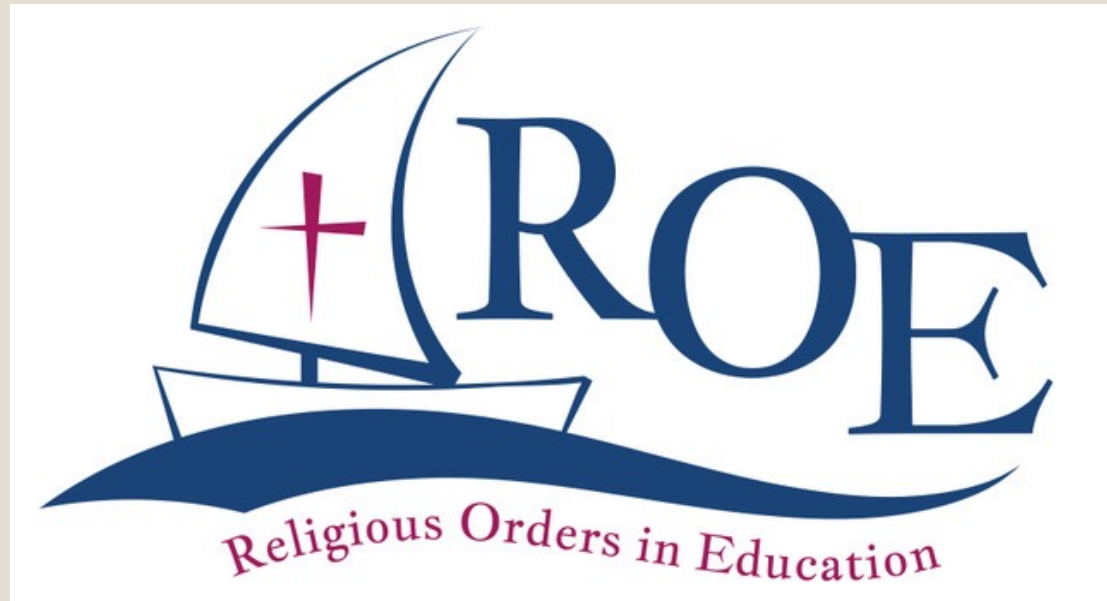
Charism group

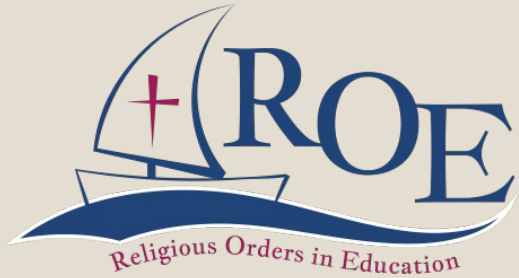
ROE –
collaboration
in spirit and
action

Brenda FCJ

Reflection and Opening Prayer

◦ Tom Murray - Edmund Rice Trust





The Future of Trusteeship for Religious

Amanda Francis
March 2022

A green highlighter marker lies diagonally across the bottom right of the slide. The word 'Trustee' is written in bold black text and highlighted with green strokes.

Trustee

The Future of Trusteeship: The difference between a pastoral role, a management role and a trustee role



Pastoral role

Personal responsibility for the care and welfare of members including their spiritual welfare

Requires significant input from the Province/Congregational Leadership Team

Management role

Day to day oversight of operations and administration

Relatively easy to delegate to lay people with appropriate levels of delegated authority and internal control

Trustee role

Ultimate responsibility and focussed on strategy and ensuring good governance. Control of "your own destiny" and the preservation of charism

Members of the Congregation?
Other religious?
Lay people?
Other bodies?

Trustee – definition and the broader role to safeguard the future

- Trustees have ultimate responsibility for directing the affairs of the charity, and ensuring that it is solvent, well run, and delivering the charitable outcomes for which it has been set up.
- Trustees have a responsibility for safeguarding the future of the charity and always acting in its best interests
- Vision
- Strategy and direction of travel
- Safeguarding the future:
 - Work
 - Charism
 - Building on the Congregation's rich heritage
- Working with others : Collaboration and partnership with individuals and other groups/charities



Lay Trustees

- Governing document and Canonical Statutes requirements
- Advantages
 - New ideas
 - An outsider's perspective
 - Broad range of skills
 - Longer term continuity
- Disadvantages
 - Different views and vision
 - Confusion over the Congregation and the charity
 - May not be sympathetic to the needs and challenges of religious life
 - They are not members of the "family"



- Finding the right person – “Try before you buy”
- Give thought to constitutional changes and possible controls:
 - Number of potential lay trustees
 - Length of office
 - Quorum
 - Delegated authority
 - Meeting formalities
- Getting the timing right and thinking more broadly

Thank you – any questions?

Amanda Francis, Partner

+44 (0)20 7556 1261
asf@buzzacott.co.uk





COLLABORATIVE TRUST WORKING GROUP

Update on The
Gaudete Trust
Developments–
Brenda FCJ

The Gaudete Trust

God rejoices in you

The Gaudete Trust will provide a service to Religious Orders by exercising those legal, financial and inspirational responsibilities of educational trusteeship that were formerly their responsibility.

Currently 5 congregations with potentially 18 schools will join the Trust:

- Christian Brothers
- The Sisters of Charity of St Paul the Apostle
- De La Mennais Brothers
- The Faithful Companions of Jesus
- La Sainte Union

If you feel your congregation might also benefit from joining The Gaudete Trust please let us know.

The Gaudete Trust

Founding Congregations

Opportunity for all: strong schools with great teachers for your child

New Schools' White Paper and The
Case for a Fully Trust Led System

March 2022



Opportunity for all: Strong schools with great teachers for your child”

- An excellent teacher for every child
- Delivering high standards of curriculum, behaviour and attendance
- Targets support for every child who needs it
- **A stronger and fairer system**
 - *“ all schools to be in strong multi academy trusts (or have plans to join or form one)” by 2030*
 - *“a clear vision for a system in which schools are in strong MATs that are able to drive improvement for all their pupils”.*
 - *“We expect that most trusts will be on a trajectory to either serve a minimum of 7,500 pupils or run at least 10 schools.”*

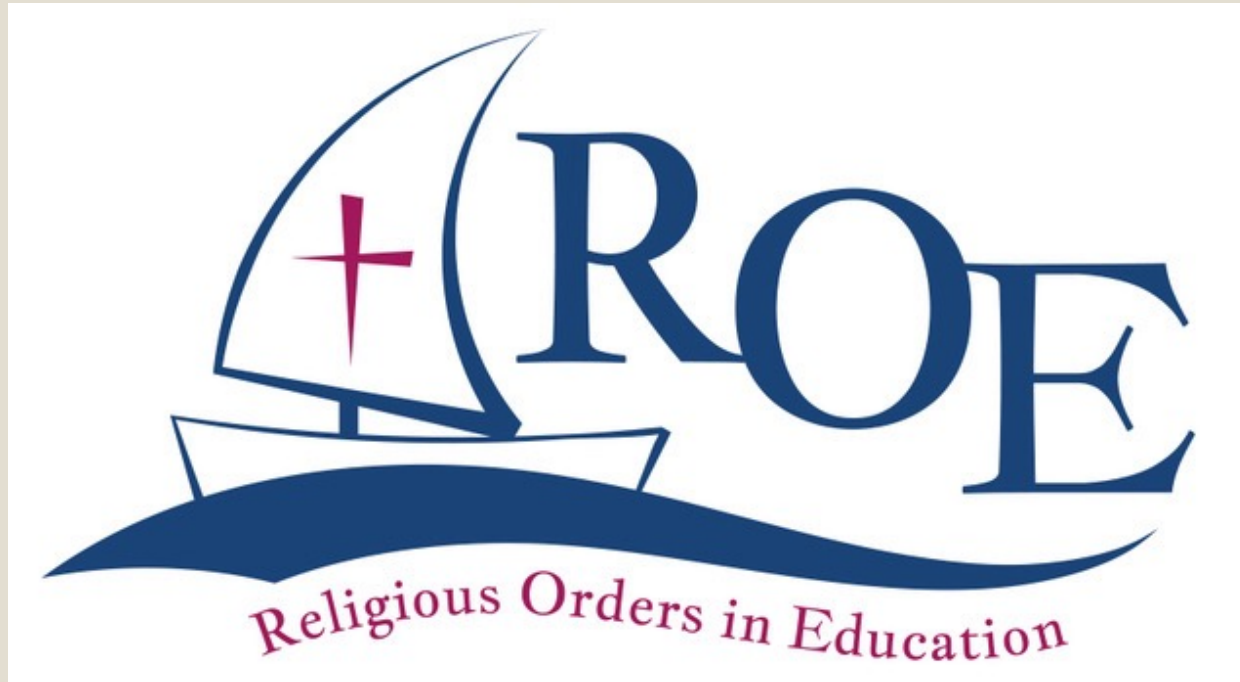
New Schools' White Paper and The Case for a fully Trust Led System

March 2022

- “We will provide **assurance to Church and faith schools when they join or form trusts**, bringing forward legislation to ensure that statutory freedoms and protections that apply to Church and faith maintained schools also apply to academies with a religious character.
- “We recognise the costs which Dioceses **and other religious authorities** face in establishing trusts and we will develop options for financial support, allowing strong Church and faith trusts to drive even higher standards in these schools.
- “We are also committed to ensuring that **all providers of schools with a religious character remain able to open new schools, once all schools are in trusts**”
- “Strong trusts will be solely accountable for school improvement, delivering a brilliant education for children – **with churches and other faith groups continuing to offer a distinctive education through networks of trusts**.
- “We expect all actors in the system, including trusts and local authorities, to collaborate to ensure the best outcomes for their communities. This includes cooperating in key delivery areas like admissions and attendance, but it is also about **a wider civic responsibility**.
- To ensure this, we will introduce a **new collaborative standard** – one of the new statutory academy trust standards – requiring that trusts work constructively with each other, their local authorities and the wider public and third sectors.”

Schools' White Paper –
published this week

Implications for Religious
Order schools?



Developing the Gaudete Multi Academy Trust - update

Roisin Maguire – chair of
Gaudete MAT steering
group

- So far, six meetings of the Gaudete MAT steering group – monthly meetings planned for the rest of the academic year
- Meetings since January have included headteacher or governor representation for each religious order's family of schools

A MAT for Religious Order schools –

Gaudete MAT Steering
group progress

Remit of the Gaudete MAT group

Working collaboratively, develop and establish the Gaudete MAT reflecting the spirit of The Gaudete Trust's Vision of Education

Andy Bridson, De La Salle Network,
Fr. Gerry Briody, SDB,
Stephen Byrne, (FCJ schools rep)
Sr Bridget Halligan, FCJ
David Hayes, De La Mennais schools rep
Sr Patricia Goodstadt, IBVM
Stephen Horsman, DLS schools rep
Roisin Maguire, Edmund Rice Trust (chair)
Maureen Mee, Loreto Education Trust
Stephen Morris, Edmund Rice schools rep
Sr. Margaret O'Reilly, LSU
James Rouse, LSU schools rep
Fr. Michael Holman, SJ schools rep
John Stoer, education officer, Jesuits
Sr. Therese Browne, CP
Bro. Dominic Sassi, CFC
Sr. Brenda Wallace, FCJ
Gillian Cawley (facilitator)

Gaudete MAT steering group

Religious Orders and
schools working together

Phase 1- Nov 2021 – July 2022



What?

- Articulate case for establishing a new MAT – “**educational statement and values**”
 - Identify and engage with potential schools and academies to join Gaudete MAT – “**hearts and minds**”
 - Agree **governance** model, scheme of delegation, Trust members/ directors
 - Agree **performance and accountability** model eg CEO role?
 - Agree **school improvement model and vision for workforce** of the MAT's schools
 - Agree sustainable **financial arrangements** for the MAT
 - Due diligence
-
- Early discussions with DfE and Dioceses to agree “**strategic fit**” of new MAT

Who?

- Gaudete MAT steering group
 - Gaudete ROs and potential MAT schools and academies
-
- Financial advisers
 - ESFA guidance
-
- DfE
 - Dioceses
 - ESFA?





Defining our non negotiable principles



Agreeing some guiding principles



Working with enthusiasm whilst
acknowledging and seeking to address
challenges and areas of potential concern

Gaudete MAT –

Working collaboratively,
where have
conversations taken us so
far?

Driven by vision

the Educational Statement and culture of the Gaudete MAT
will flow from The Gaudete Trust's Vision of Education

Gaudete
MAT

Non negotiable principles

Honouring each school's unique identity...

we are committed to a *governance model* which:

- allows the individual charisms of each school's founder to be promoted and developed
- recognises and empowers the individual differences of schools.

We value both the **unity** that flows from the common vision and the **diversity** of its expression in individual schools.

Alignment rather than standardisation

Gaudete
MAT

Non negotiable principles

Collaboration:

- Gaudete MAT, in its very essence, will be a collaborative MAT
- academies in the Gaudete MAT will belong to different trusteeships and a defining principle is that of collaboration of these academies within the MAT.
- We also recognise our responsibility to work for the common good not just of the academies (belonging to the Gaudete MAT) but to the wider Gaudete Family of voluntary aided and independent schools ensuring mutual benefit.
- Collaboration will extend too to diocesan families of schools.

Gaudete
MAT -

Non negotiable principles

Guiding principles being developed

solidarity and subsidiarity - yet to define these fully and agree on how they fit together but...

We are in agreement that we want the MAT to be an **inclusive MAT** that welcomes schools who are in need of support.

We have talked about '**system generosity**' and now need to think about about the practical consequences of **solidarity** for our governance structure and funding arrangements

We want to model **subsidiarity** in how we design and develop the MAT - something we do **with schools** and **not to them**.

We want decisions in the MAT to be to be taken at the level nearest to those affected by those decisions

How will this principle be applied in a way that is compatible with the principles of solidarity and collaboration for the **common good..?**

We will explore the principles of '**earned autonomy**' and '**aligned autonomy**' as they might apply to the Gaudete MAT's governance and accountability structures.

- We realise it will be important to be able to articulate the benefits of joining the Gaudete MAT – loss of autonomy is a real concern for schools
- We recognize the importance for our schools of locality working and ensuring that this MAT will enable schools to keep interests the of communities at their hearts. We will be flexible in responding to local contexts.
- This is an opportunity to shape a MAT from the ground up and aims to increase a sense of schools' and religious congregations' ownership of the MAT
- National geography of the Gaudete MAT could be a challenge eg working cross dioceses? But well established wider networking already happens through current Religious Order arrangements
- Can we create something which is the best of both worlds?
- Value for money?
- Gaudete MAT's ambition is to always be the excellent option so that parents continue to choose our schools for their children.

Awareness of the challenges and opportunities

Gaudete MAT steering group working collaboratively and openly



Stop and Jot

Take a moment to reflect on what you have just heard.

Break out Groups

Facilitators (Julie Rose SHJM, Joe Gilson De La Salle, Brenda Wallace FCJ, Mervyn Williams SDB, Patricia Goodstadt IBVM, Maureen Mee and Therese Browne CP) will lead the discussions and take notes.

You will have the opportunity to feedback your individual thoughts via chat at the end of the discussion.

In your group, we would like you to address the following:

What are your thoughts, concerns, reflections or questions arising from what you have heard so far?

- **The Gaudete Trust?**
- **Schools' White Paper?**
- **Development of Gaudete MAT?**

Individual feedback from your breakout session via chat

- Reflections ?
- Further questions?

Feedback from groups

Facilitated by Gillian Cawley

Facilitators –

is there anything different/additional you would want to highlight from the discussion in your group?



CHARISM WORKING GROUP

Summary of our
work –

Patricia Goodstadt
IBVM &

Ann Nichols,
Edmund Rice
Network.

Members

- Caroline Braggs, Assistant FCJ Education Officer
- Ann Clynych, Loreto Education Officer
- Sr Kathleen Coleman PSMG
- Joe Gilson De La Salle Director of Mission
- Sr Patricia Goodstadt IBVM (chair)
- Bro James Hayes FICP
- Sr Mary Kenefick PSMG
- Ann Nichols, Edmund Rice Education Network
- Sr Margaret Mattison SP
- Fr David O'Malley SDB
- Hilary Thompson, Sacred Heart Schools Network
- Sr Brenda Wallace FCJ



Academic Year 2021-22 Spring Term

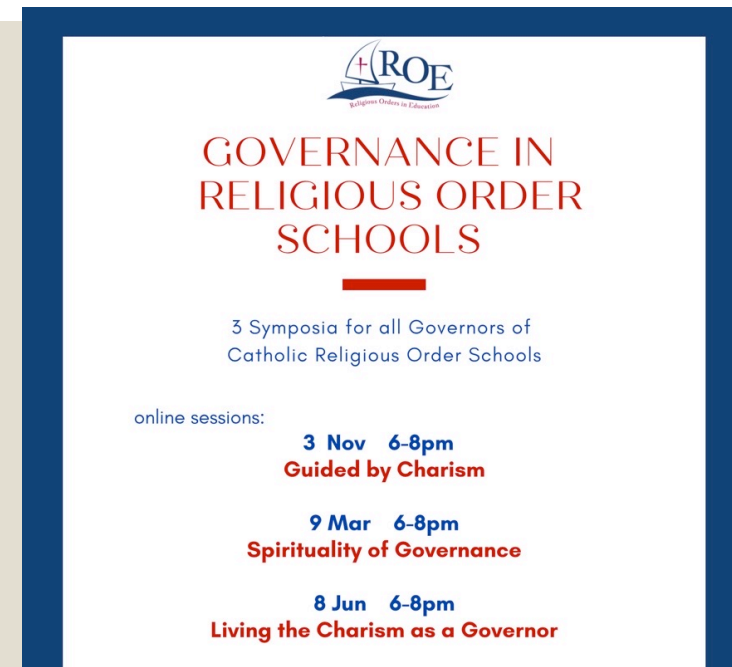
New sessions in Leadership Symposia

Governance in Religious Order Schools

Nov 2021 **March 2022** June 2022

Responding to need and requests

Charism group meets every 2 weeks



The poster features the ROE logo at the top, which includes a stylized cross and the text 'ROE' and 'Religious Order in Education'. Below the logo, the title 'GOVERNANCE IN RELIGIOUS ORDER SCHOOLS' is written in red. A red horizontal line separates the title from the text '3 Symposia for all Governors of Catholic Religious Order Schools'. Underneath, it says 'online sessions:'. The first session is '3 Nov 6-8pm Guided by Charism'. The second is '9 Mar 6-8pm Spirituality of Governance'. The third is '8 Jun 6-8pm Living the Charism as a Governor'.


Religious Order in Education

**GOVERNANCE IN
RELIGIOUS ORDER
SCHOOLS**

—

3 Symposia for all Governors of
Catholic Religious Order Schools

online sessions:

3 Nov 6-8pm
Guided by Charism

9 Mar 6-8pm
Spirituality of Governance

8 Jun 6-8pm
Living the Charism as a Governor

CHARISM
WORKING
GROUP

Governance in Religious Order schools Symposium 2



GOVERNANCE SYMPOSIUM

**Spirituality of
Governance**



Session 2:

Weds. 9 March 2022

6.00- 8.00pm

 40+ participants

 Theme: Spirituality of Charism

 Weds 9 March (pm)

Governance in Religious Order schools Symposium 2



GOVERNANCE SYMPOSIUM

**Spirituality of
Governance**



Session 2:

Weds. 9 March 2022
6.00- 8.00pm

 Explored the Role of Governors as upholders of Mission

 Guest speaker Dr Aidan Donaldson

 Explored meaning of Spirituality

 Applying Ofsted framework from a Charism perspective

 The role of Charism when negotiating major change

 Breakout discussions & further stimulus materials

Governance in Religious Order schools Symposium 2 – Materials

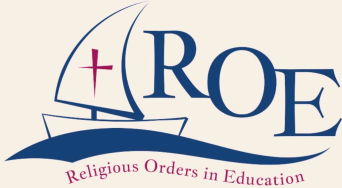
Spirituality of Governance



Symposium #2
Weds March 9 2022

6.00- 8.00pm

Accompanying Document



15 page booklet

padlet

Edmund Rice + 5d

ROE Governance Symposia
Resources on Governance and Charism

- Symposium 2 Spirituality & Governance Session recording and feedback
- Symposium 2 Spirituality & Governance Session resources
- Mission Statements from some RO English schools' websites
- Symposium 2 Spirituality & Governance wider reading
- Recording of Session 2
- Script to accompany Fr David's Video
- A word document with some of the mission / ethos statements found on RO schools websites
- Bryk and Schneider
- Feedback from session 2
- Video Fr David O'Malley, Spirituality in Schools
- Some RO schools Mission Statements from websites
- Sacramental Spirituality
- DOCX Feedback ROE Governance Symposium
- FCJ Booklet Governance
- Accompanying Booklet

Padlet page

Feedback - Chat



GOVERNANCE SYMPOSIUM

Spirituality of Governance



Session 2:

Weds. 9 March 2022
6.00- 8.00pm

- 2 very interesting presentations. Thought provoking
- formation of Governors is essential
- We all need to live and repeat the charism stories to avoid "mission drift" in the second generation after religious have left the school
- Charism should be imbedded in everyone in the school including the governors. Even non-Catholics benefit from it and respect it
- We shared how our schools help students develop their spirituality
- Essential to maintain and celebrate the histories, the origin stories of Founders and religious orders
- Our group valued the opportunities for spiritual growth and formation for students that arise from service learning and voluntary work.
- Charism/Ethos need to be a regular agenda item at Governors' meetings
- I loved the idea of booklet for Ofsted and our values, and the idea of what are the big questions that we need to constantly ask to keep the charism and values alive. Thanks for sharing this
- Very inspirational meeting. Thankyou

Feedback – Evaluation Form



GOVERNANCE SYMPOSIUM

Spirituality of Governance



Session 2:

Weds. 9 March 2022

6.00- 8.00pm

- What are the big questions we need to ask to keep the charism alive in school today?
- Need for formation for Governors
- Importance of the charism in any school development plan
- The challenge to ensure that our charism is reflected in our decision making
- Importance of everyone knowing, understanding and living the charism of the religious order of the school.
- Role of governors in taking forward the order's charism
- That we are doing well, but always there is room for improvement

MATs, ACADEMISATION & what it means for RELIGIOUS ORDER SCHOOLS

a discussion

Tuesday 15th March 6.00pm by Zoom



Agenda

- **Welcome and opening prayer**
- **Work to date of Gaudete MAT group**
- **Questions already submitted**
- **Breakout Groups**
- **Feedback and discussion**
- **What next?**
- **Closing prayer**

MATs discussion - some of the questions submitted:

- How to deal with Diocesan Pressures?
- What could a future MAT look like?
- What would be the Role of RO in selection of leadership of a Trust?
- What would be the changes to Governing Bodies?
- Is academy status a better safeguard of RO Identity?
- What about 'top slicing'?
- Will schools lose their identity?
- What are the advantages of the Gaudete trust model?

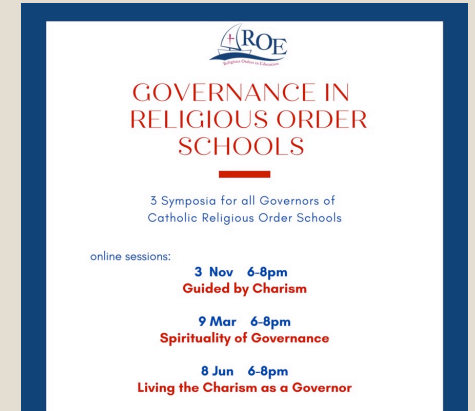
Planning

Review of session 2 and work on session 3

June 8 2022 – *Living the Charism*

Practical examples and expressions of Charism in school life,
making Charism explicit in policies and structures

More MATs / academisation discussion fora



CHARISM
WORKING
GROUP

Get involved

 Do you receive the newsletter and ROE Charism group Communications? Contact Patricia or Ann to be put onto the mailing list.

 Have you accessed the website? <https://roe-uk.co.uk/>

 Have you used the Padlet or Google Drive?

 Do you follow us on twitter? @Charism_Roe

CHARISM
WORKING
GROUP



Chat feedback

Are there any areas or topics you would particularly like the Charism Group to focus on in the coming year?

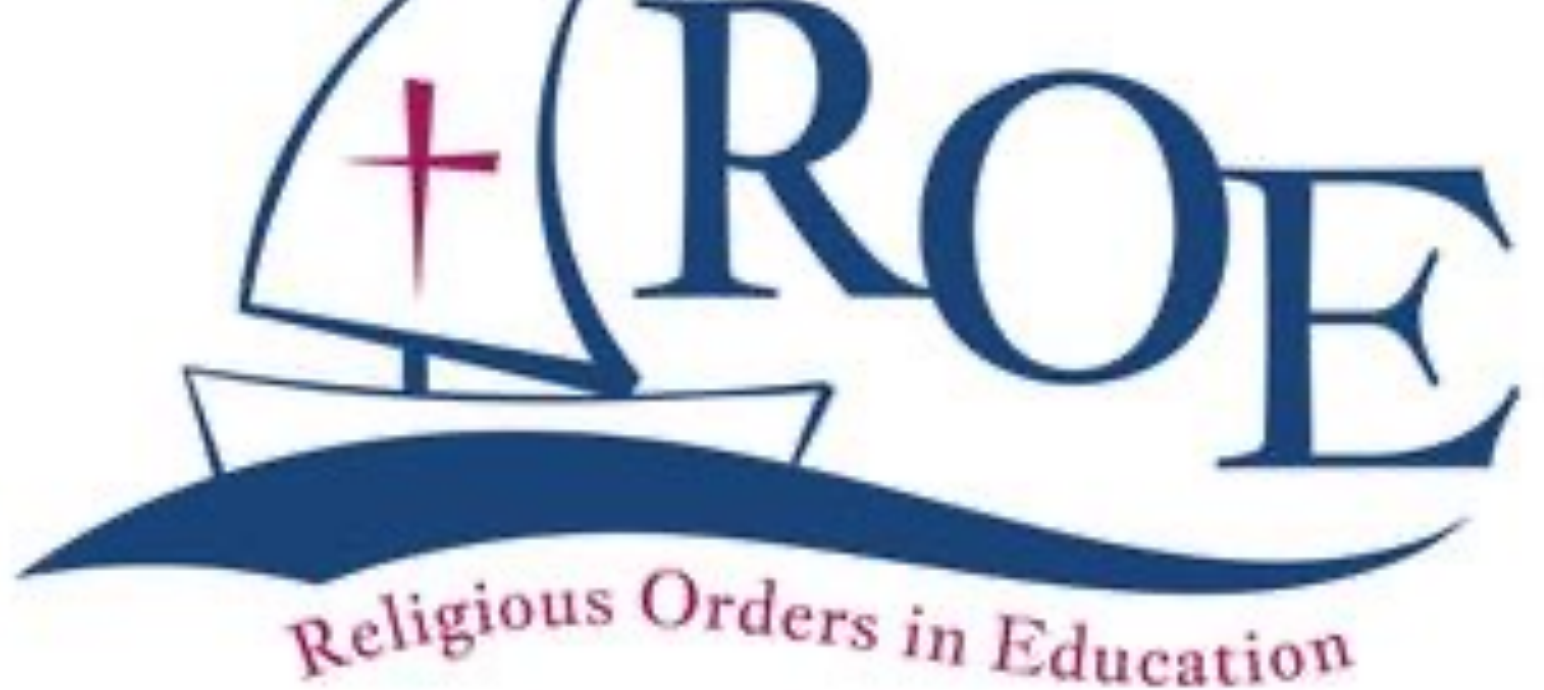


Any Other
Business?

Dates for your diary

- Currently all meetings remain online
- Plenary Meetings this year
 - **Wednesday 13th July 2022 (AGM)**

Closing
Prayer
ROE Plenary
Sr Brenda FcJ



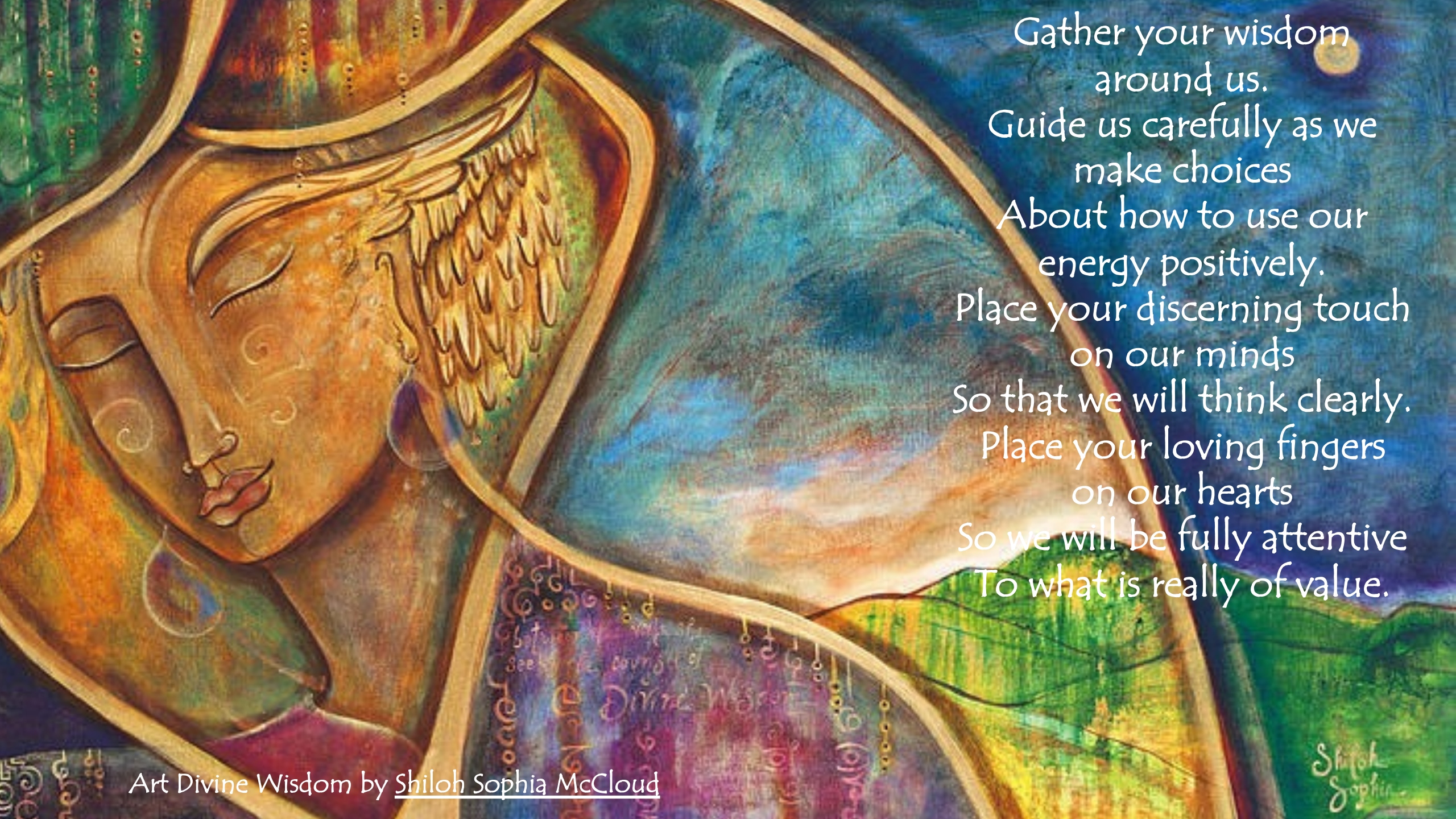
Art Divine Wisdom by Shiloh Sophia McCloud



Sophia, Trusted Guide,
You are our Mentor, our
Inspiration,
Our Hope of good choices
and decisions.
You help us to search with
confidence
As we find our way.

Art Divine Wisdom by Shiloh Sophia McCloud

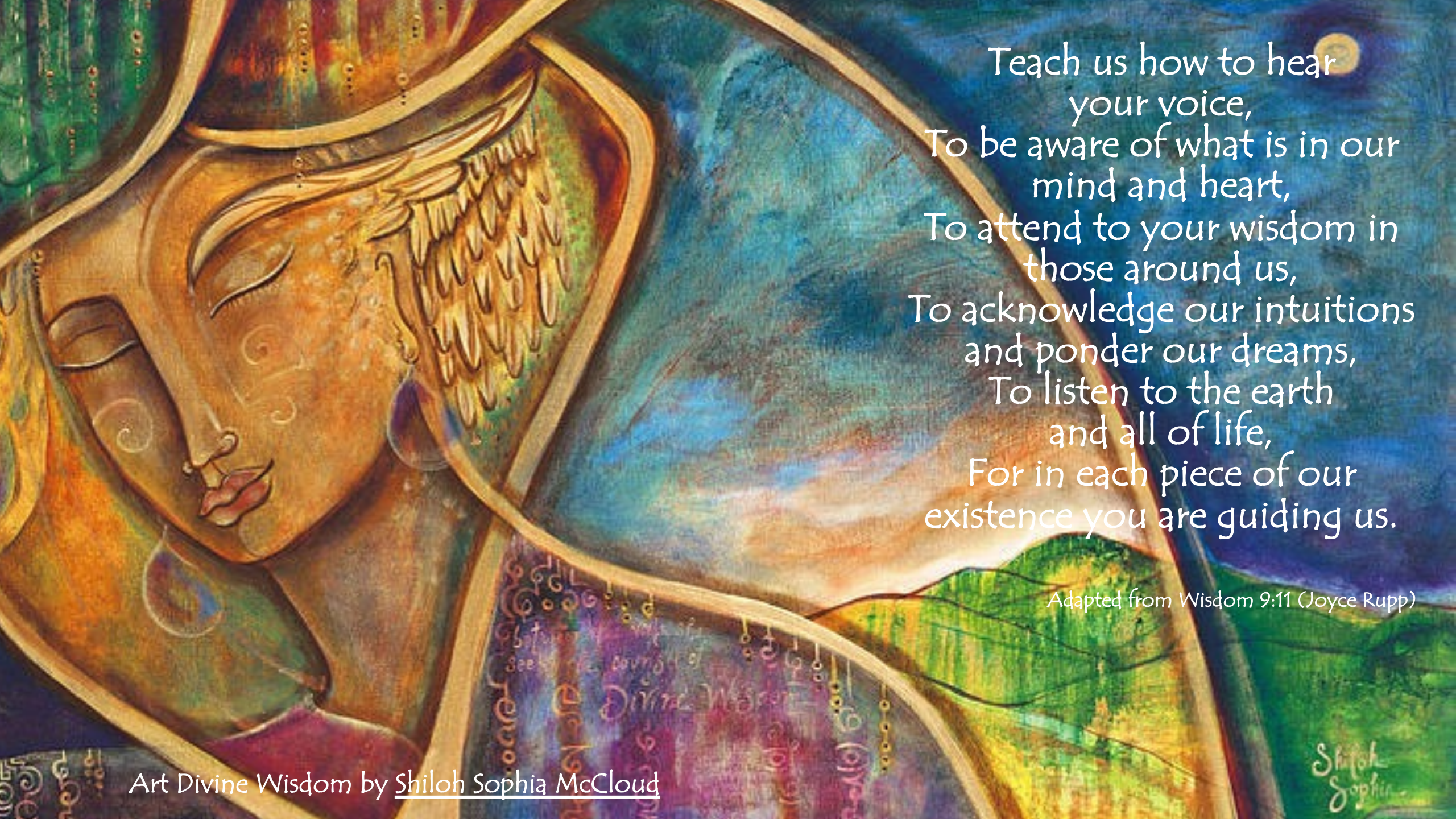
Shiloh
Sophia



Gather your wisdom
around us.
Guide us carefully as we
make choices
About how to use our
energy positively.
Place your discerning touch
on our minds
So that we will think clearly.
Place your loving fingers
on our hearts
So we will be fully attentive
To what is really of value.

Art Divine Wisdom by Shiloh Sophia McCloud

Shiloh
Sophia

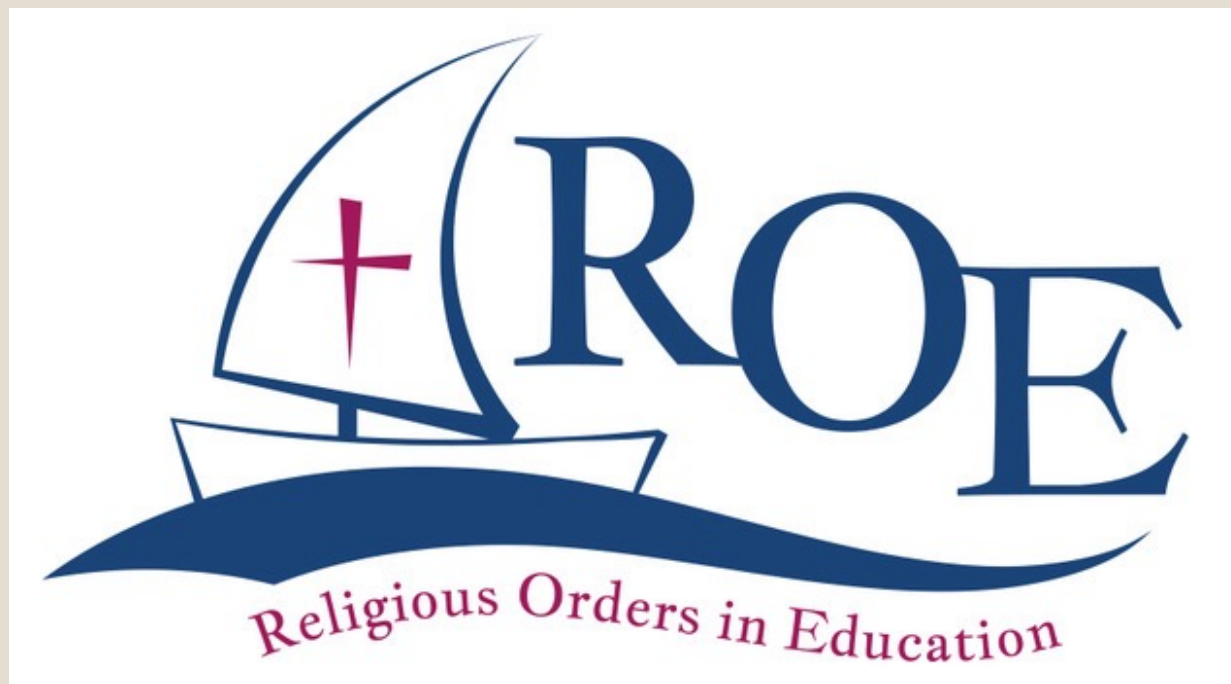


Teach us how to hear
your voice,
To be aware of what is in our
mind and heart,
To attend to your wisdom in
those around us,
To acknowledge our intuitions
and ponder our dreams,
To listen to the earth
and all of life,
For in each piece of our
existence you are guiding us.

Adapted from Wisdom 9:11 (Joyce Rupp)

Art Divine Wisdom by Shiloh Sophia McCloud

Shiloh
Sophia



RELIGIOUS ORDERS IN EDUCATION
NEXT PLENARY MEETING
13TH JULY 2022

THANK YOU FOR YOUR ATTENDANCE AND WE LOOK FORWARD TO SEEING YOU IN JULY