

St Joseph Catholic Multi Academy Trust

# Annual Report

## 2022/23



**St Joseph**  
Catholic Multi Academy Trust



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## Your guide to using our interactive document

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# Welcome

## from our Chair of Trustees

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### We are pleased to present to you the first St Joseph Catholic Multi Academy Trust annual report.

St Joseph CMAT Directors set out their Trust Vision in January 2022. They aimed to provide a world-class education for all of the children and young people in the St Joseph family of academies, so that they can harness their God given talents, using them to achieve academically and reach their full potential.

Early in 2022, five priorities were established which would drive improvements forward

- **Christ at the centre**
- **Every child a reader**
- **Ambitious curriculum offer**
- **Culture for success**
- **Improved attendance**

The Trust really came to life in March 2022 when the first school transferred into the St Joseph family, followed swiftly by 6 more schools the following term.

St Joseph CMAT has come a very long way in four academic terms. Our improvement plan is driving change. The report which follows gives you a flavour of our improvement strategy and the many activities which have taken place to ensure our children reach their potential.

The rapid development across the Trust is down to the hard work and dedication of an experienced and enthusiastic Central Team,

dedicated headteachers, many hardworking staff, wonderful children and young people and of course the support of parents, carers and communities. As you will find in the report, the Trust family has moved a long way in the right direction, but we still have some distance to travel.

I was delighted to receive a letter from Baroness Baron, Undersecretary of State for Education, which you will find in this report, congratulating everyone involved with St Joseph CMAT, extending our funding for another year and then onwards as CMAT 10 within the Archdiocese of Liverpool.

We look forward next term to welcoming two more schools into St Joseph CMAT and more to follow soon after.

I hope you enjoy reading this report and that you will celebrate the successes which our academies have made as we take this journey together.



**Ann Connor, OBE**  
*Chair of St Joseph Catholic MAT*

# Welcome

## from the Chief Executive Officer

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**Welcome to our Annual Report for 2022-2023, which is an opportunity to celebrate the many achievements during our first full academic year as a Trust.**

### Rising to the challenge

- Around half of the children in the Trust are disadvantaged.
- Four out of the five local authorities we work in are Education Investment Areas, which cover the third of local authorities in England where educational outcomes are currently weakest.
- Three of our schools are in Liverpool, which has the second highest proportion of neighbourhoods in a larger area that are in the most deprived 10 per cent of neighbourhoods in the country (the English Indices of Deprivation 2019).
- The predecessor grades of two of our academies have not been good for 12+ years and for three of them 8+ years, which represents a generation of failing children.
- Four of the schools joined with projected deficit budgets.

Across St Joseph Catholic Multi Academy Trust, we firmly believe that every child is entitled to an ambitious curriculum and excellent teaching, which allows them to achieve and exceed national expectations. We are committed to the pursuit of high achievement and aim for our academies' performance to be in the top 20% of schools nationally. A year ago, we built a strategy around five key priorities based on the best available evidence into effective school improvement at scale. The Board and the Central Team have worked tirelessly and unwaveringly to break the cycle of underachievement through a single-minded focus on raising expectations and giving our children the best possible Catholic education.

### The impact – what difference have we made?

The report celebrates the impact that we have made in:

- **Increasing the number of children who can read**
- **Improving outcomes**
- **Improving attendance**

As a new Trust, we have also developed and implemented key systems and processes across our business and operations to ensure that we meet and exceed all statutory requirements.

### Building the infrastructure

- **Development and implementation of governance business planning, reporting systems and statutory processes**
- **Implementation and refinement of the Access Finance system across all academies**
- **Implementation and monitoring of payroll controls**
- **Development and implementation of the WeAreEvery system for health and safety and compliance**
- **Design and roll out of new websites for all seven academies**
- **Appointment of Trust-wide IT partner**
- **Roll out of three rigorous safeguarding audits across all academies**
- **Development of key processes in all areas of compliance**

Following a successful pilot project evaluation, we are delighted that the Undersecretary of State for Education has approved plans to continue the success of St Joseph Catholic Multi Academy Trust, which will become a permanent Archdiocesan Trust for schools in Liverpool.

I hope that our Annual Report gives you a flavour of the journey we have been on so far and an insight into our ambition for the future.

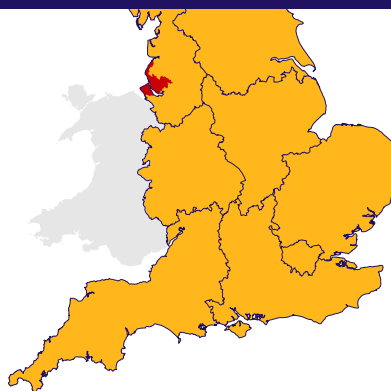
**Andrew Truby, FCCT**  
*CEO of St Joseph Catholic MAT*



# About Us

## Our Academies

Our academies are currently within the local authorities of Liverpool, Sefton, Halton, St Helens and Wigan, within the Archdiocese of Liverpool and the Diocese of Shrewsbury covering an extensive area.



Schools  
joining the  
Trust:



Notre Dame  
Catholic College  
and Sixth Form



St Francis  
Xavier's College



**The Trinity**  
Catholic Academy



**Holy Spirit**  
Catholic Academy



**Holy Family**  
Catholic Primary Academy



**St Augustine  
of Canterbury**  
Catholic Academy



**St Nicholas**  
Catholic Academy



**St Ambrose**  
Catholic Academy

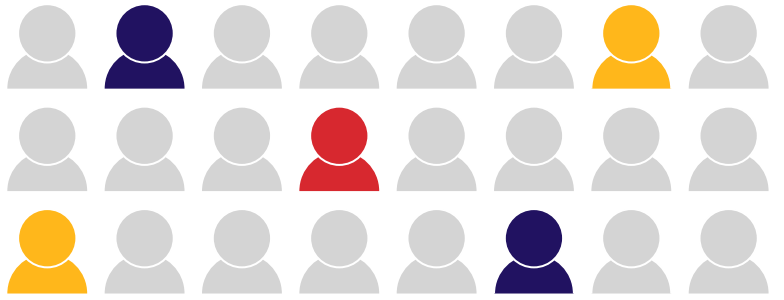


**Blessed Carlo Acutis**  
Catholic and C of E Academy



# Trust Breakdown

**2,086**  
pupils



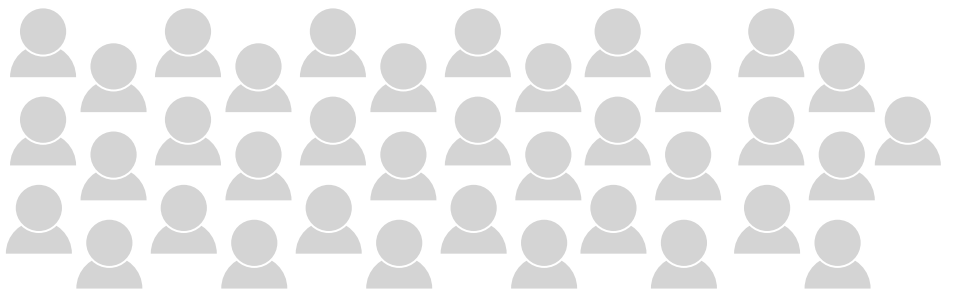
**417**  
members of staff



**7**  
Academies



**37**  
Governors



**10**  
Directors



# The Board of Directors



**Ann Connor OBE**  
Director



**Dame Marua Regan**  
Director



**Helen O'Neill**  
Director



**Peter Sherliker**  
Director



**Peter Whitfield**  
Director



**Canon Michael Fitzsimons** Director



**Jane Beaver**  
Director



**John Birkenhead**  
Director



**Richard Woods**  
Director

Our latest director:  
**Paul Bell**



# Central Team



**Andrew Truby FCCT**  
Chief Executive Officer



**Michael Gun-Why**  
Director of School Improvement  
(Secondary)



**Amy Fidler**  
Director of School Improvement  
(Primary)



**Khalil Mohammed**  
Chief Financial & Operating Officer



**Fay Callow**  
Head of People & Operations



**Michelle Cashen**  
Financial Controller



**Nathan Colman**  
Business Operations Manager



**Pamela Di Scala**  
Head of Estates



**Carena Graham-Benson**  
Head of Governance & Compliance



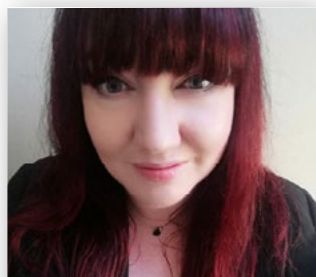
**Joanna Housley**  
Business Support Officer



**Darren Melling**  
Finance Business Partner



**Sue Pybis**  
Business Support Officer



**Louise Rhodes**  
Governance Professional



**Amy Richards**  
Head of Safeguarding, Attendance,  
Behaviour & Culture



# Headteacher Team

Holy Family Catholic Primary Academy



**Rebecca Crawley**  
Headteacher

Holy Spirit Catholic Academy



**Michelle Forrest**  
Headteacher

St Ambrose Catholic Academy



**Tracy Moorcroft**  
Headteacher

St Augustine of Canterbury  
Catholic Academy



**Giselle Lynch**  
Headteacher

Blessed Carlo Acutis Catholic  
and Church of England Academy



**Alicia Freeman**  
Headteacher

St Nicholas Catholic Academy



**Paul Ackers**  
Headteacher

The Trinity Catholic Academy



**Rebecca Flynn**  
Headteacher



# Our Mission

Christ is at the centre of everything that we do. We exist to transform children's lives by providing them with a world-class, Catholic education.

Jesus Christ is

“the way,  
the truth  
and the life”

(John 14:6).

“

Transforming  
children's lives  
through a world-class,  
Catholic education.

”





# Our Vision

---

**Our vision is to provide a world-class, Catholic education to all children within the St Joseph family, which enables them to:**

reach their full human potential and realise their human dignity;

achieve academically so that they are well-equipped for the world of work;

harness their God-given gifts in order to make a positive difference as responsible citizens of society and the world.

# Our Values

The following values or behaviours have been defined by leaders across St Joseph CMAT and are embedded in the way that we work together in all academies.



## Integrity

To maintain personal integrity.



## Co-operacy

To involve others in decisions that affect them.



## Honesty

To be open and honest.



## Challenge

To exceed targets by anticipating and responding proactively to risks and opportunities.



## Trust

To build enduring, trust-based relationships.



## Care

To care for ourselves, our children and each other physically and mentally, inspired by Jesus' teaching of love for one another.



## Resilience

To show resilience under pressure.



## Accountability

To take personal accountability for actions, behaviours and delivery.



## Excellence

To pursue a standard of excellence.



# Key Priorities



## 1. Christ at the centre

Bearing witness to Christ, fostering relationships, community and mission, high quality RE, Catholic Life and Collective Worship.



## 2. Every child a reader

Every child learns to read and becomes a frequent reader.



## 3. Ambitious curriculum

The curriculum is designed to ensure success for all.



## 4. Culture for success

Excellent pastoral support, personal development and student culture. Highly-effective safeguarding. Excellent SEND provision.

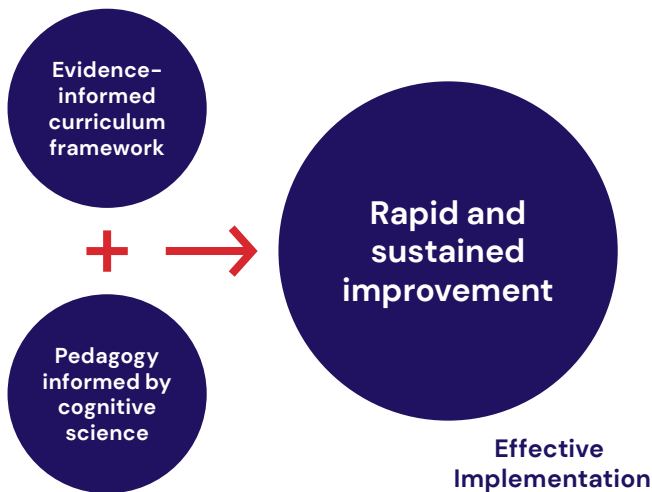


## 5. Improving attendance

Everyone attends regularly because learning is irresistible and basic needs are met.

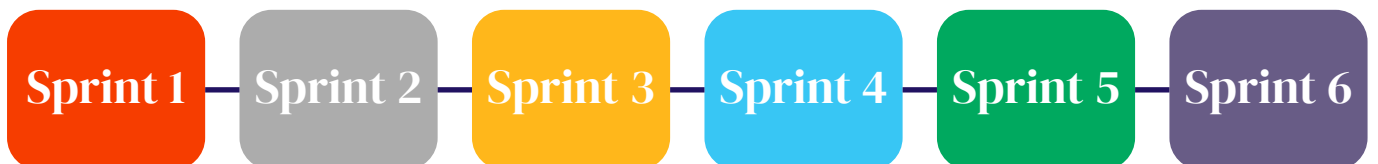


# Academy Improvement



## Our Strategy

Our strategy is simple: by combining an evidence-informed Trust curriculum with the latest research into cognitive science, we achieve rapid and sustained improvement, leading to excellent outcomes for our children.



# Academy Improvement

## Our Active Ingredients

### Our reading guarantee

Every child will learn to read through the Read Write Inc programme. Every child will choose to read frequently for pleasure.

We are committed to Reading for Pleasure Pedagogy:

- Reading aloud
- Informal book talk and recommendations
- Reading time
- Social reading environments

### Evidence-informed Trust curriculum

Our curriculum has been developed to be engaging and challenging using pedagogical research, and it is sequential and progressive. It is designed to ensure that pupils know more, remember more and can apply their knowledge across all areas.

### Behaviour and routines

Academy routines are calm, purposeful and consistent, giving pupils a clear set of expectations for how they behave around school and in the classroom.

### SJCMAT Learning Sequence

The sequence of learning we employ ensures that all pupils know more and remember more through an increasingly structured approach.

- Retrieve, Review and Locate
- Teach New Knowledge
- Analyse the Model
- Practice (Guided and Independent)
- Assess

### Instructional coaching with a focus on deliberate practice

The Trust has built a coaching curriculum to ensure success for all teachers through granular improvement steps, each with success criteria, model videos and tasks to support deliberate practice.



# Academy Improvement



## Reading

Reading for pleasure allows children to build their vocabulary, broaden their general knowledge and develop their cognitive abilities, allowing them to make greater progress across the curriculum. We support every child to learn to read and become a frequent reader for pleasure.

## Curriculum

St Joseph CMAT has an exciting partnership with Ark Curriculum+, who believe that every child can – and should – succeed. Ark Curriculum+ is part of the Ark academies group, which supports more than twice the national average of children from disadvantaged backgrounds with students achieving half a grade more progress in each of their subjects than their peers.

The partnership with Ark Curriculum+ reduces teacher workload by giving them access to a fully-resourced curriculum at the same time as improving the quality of classroom practice through transformative CPD.

“

Our 5 year curriculum ensures that every lesson is connected, with inter-weaving levels of knowledge, including practical and enquiry skills. This means pupils can develop an understanding of the big picture, both for further academic study and to inform decision-making throughout their lives.

”

*Teacher, St Joseph CMAT*





# Academy Improvement

## Religious Education, Catholic Life, Mission, Collective Worship

As a Catholic Trust, the Catholic life and mission are at the heart of everything we do. The teaching of religious education is a key focus, and 10% of the timetable is dedicated to the teaching of RE in both primary and secondary.

In partnership with the Archdiocese of Liverpool, the Diocese of Shrewsbury and the Diocese of Chester, all academies engage with a high-quality development programme leading to excellence in:

### Catholic Life and Mission

How faithfully the school responds to the call to live as a Catholic community at the service of the Church's educational mission.

### Religious Education

The quality of curriculum in religious education.

### Collective Worship

The quality and range of liturgy and prayer provided by the school.



# Transforming Lives

## Workshop Programme

30<sup>th</sup> June 2023



In June 2023, we held our second annual SJCMAT staff conference. The theme, 'Transforming Lives' was directly relevant to our mission of transforming lives through a world-class, Catholic education.

We were pleased to bring together teachers, leaders and support staff from across our Trust to engage with a series of informative and inspirational workshops. See a sample of the topics covered:

### Christ at the Centre

**'Christian Leadership – A Chosen People'**  
*delivered by Dame Maura Regan*

**'Looking at Scripture Through Art'**  
*delivered by Pat Peel*

### Ambitious Curriculum

**'Ark Maths at Primary'**  
*delivered by Dr Helen Drury*

**'Teaching New Knowledge'**  
*delivered by Adele Quarless*

**'Digital Teaching and Learning in Early Years'**  
*delivered by Andrew Wilkinson*

### Culture for Success

**'The Use of Instructional Coaching as a Driver for School Improvement'**  
*delivered by Sarah Rockliff*

**'Supporting Students to Self-Regulate Their Behaviour'**  
*delivered by Michelle Forrest*

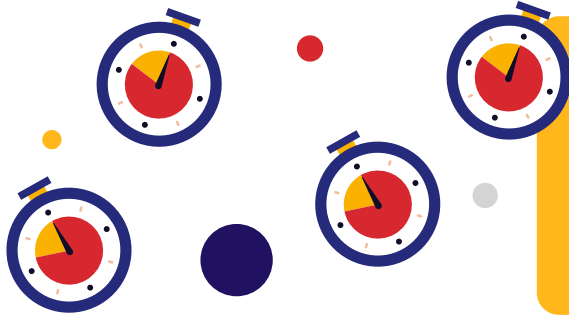
**'Building a Culture of Staff Well-Being'**  
*delivered by Ali Freeman*



# CPD in Numbers

101

Trust-led professional development events



1254

hours of high-quality training

12,150

total hours when multiplied by the number of participants



# Professional Development

## Instructional Coaching

The coaching curriculum ensures success for all teachers through granular improvement steps, each with success criteria, model videos and tasks to support deliberate practice.



## Transforming Teaching – Ambition Institute

As part of our 2023–2024 improvement offer, we are running the Transforming Teaching Programme with Ambition Institute.

## The SJCMAT Sequence of Learning

- Retrieve, Review and Locate
- Teach New Knowledge
- Analyse the Model
- Practice (Guided and Independent)
- Assess

## Chartered College of Teaching

The Trust has provided membership to the Chartered College of Teaching to all teachers, teaching assistants and leaders.

St Joseph CMAT has been awarded institutional membership.



## A Fully Resourced Curriculum



Teachers have access to high-quality planning, resources and teaching materials.

Teachers spend more time thinking about how to bring the curriculum to life for their pupils.



# Professional Development

## Development Days

- Ruth Miskin Training
- Ark Curriculum Plus
- 2 Simple

In-school development days provide direct support, training and coaching.



## Christ at the centre

We look at our whole curriculum through a Catholic lens.

The Trust invests in opportunities through the Archdiocese of Liverpool offer and the North West Hub for Formation.



## High-Quality Training Opportunities

A wide range of in-person and virtual training as part of our partnership with Ark.

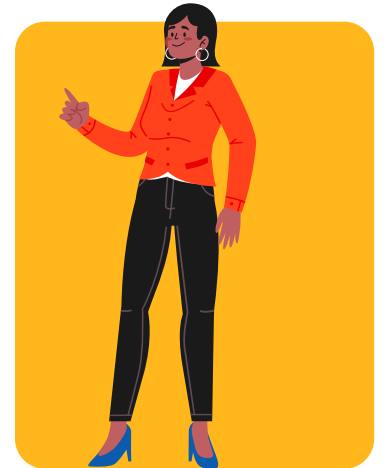
- Ark Curriculum Conference.
- Read Write Inc training.
- 2Simple training for computing.

# Professional Development

## Aspiring Leaders Programme

Participants engage with four St Joseph CMAT leadership modules and select from the national programmes:

- Catholic Senior Leadership Programme [CSLP]
- CCRS
- Chartered Teacher (leadership) Status
- National Professional Qualification in Headship or Senior Leadership



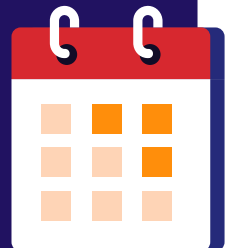
## Trust Conferences

**Trust Conference – Transforming Lives:**  
Friday, 30th June 2023

**Academic year 2023/2024:**  
**Trust Conference:**  
Friday 17th November 2023

**Trust Curriculum Network:**  
Friday 9th February 2024

**Trust Catholic Life and Mission:**  
Friday 5th July 2024



## Additional Inset Days

The number of professional learning days has increased from 5 to up to 10 days.

**10**  
days

This includes three whole Trust conferences.

**5**  
days

In order to support workload and well-being, all twilights have been removed.

## NPQs

Working with Ambition Institute, we offer the whole suite of National Professional Qualifications.

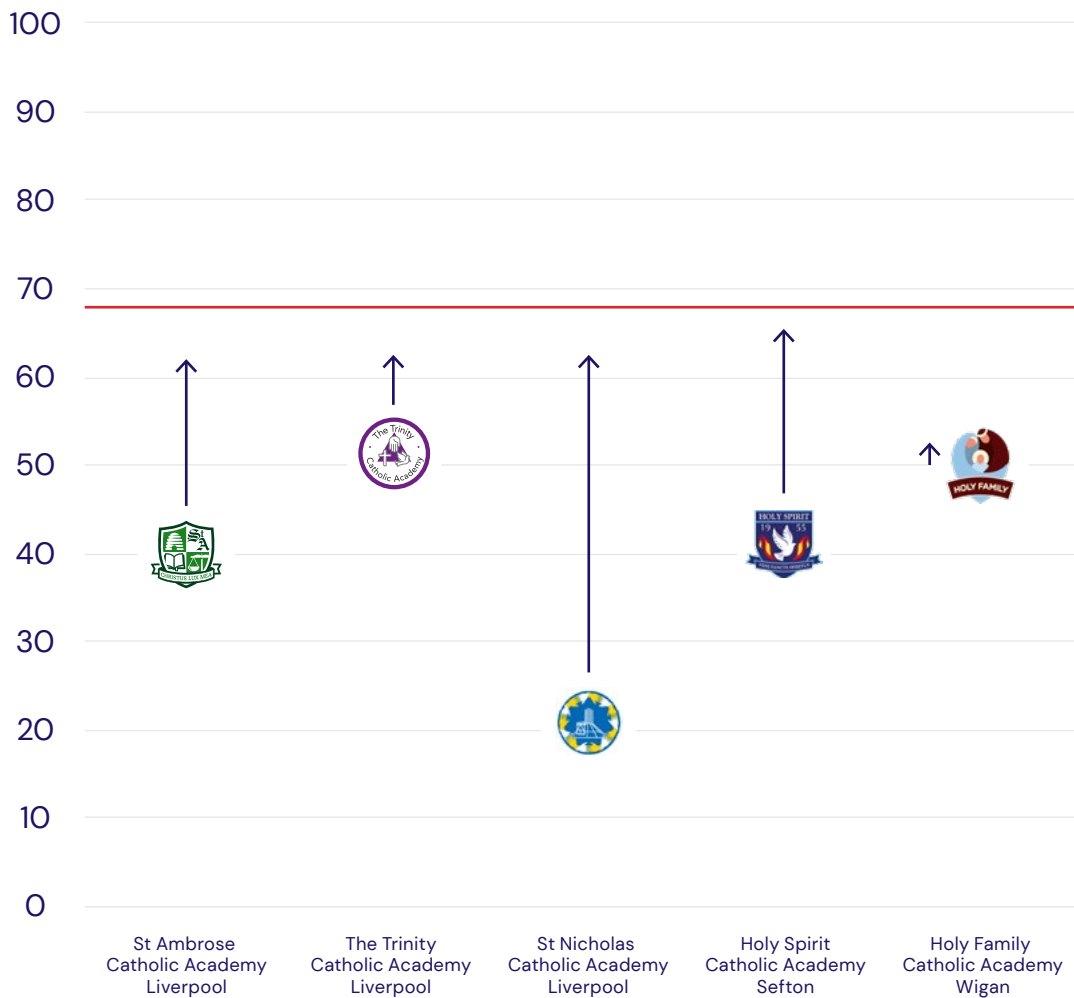


As part of our 2023-2024 improvement offer, we are running the Transforming Teaching Programme with Ambition Institute.

# Impact

## Early Years Foundation Stage Profile

% of pupils reaching a good level of development at the end of Reception



**National 2023**  
30 November 2023

*our Primary Schools*



# Impact

## Phonics Screening Check

Academy	2022 Year 1 PSC	2023 Year 1 PSC	National 2023 <b>79%</b>	2023 Year 2 cumulative	National 2023 <b>89%</b>
St Ambrose	78%	79%		93%	
The Trinity	82%	80%		93%	
St Nicholas	56%	75%		88%	
Holy Spirit	16%	73%		93%	
Holy Family	80%	65%		94%	
Trust Average	62%	74%	92%		

**74%**

compared to 79% nationally

Percentage of pupils meeting the expected standard in the phonics screening check in year 1

↑ Up from 62% in 2022  
compared to 75% nationally in 2022

Attainment in the phonics screening check has increased compared to 2022.

As a Trust, we are above national in the year 2 phonics screening check.

**5.3%**  
national increase

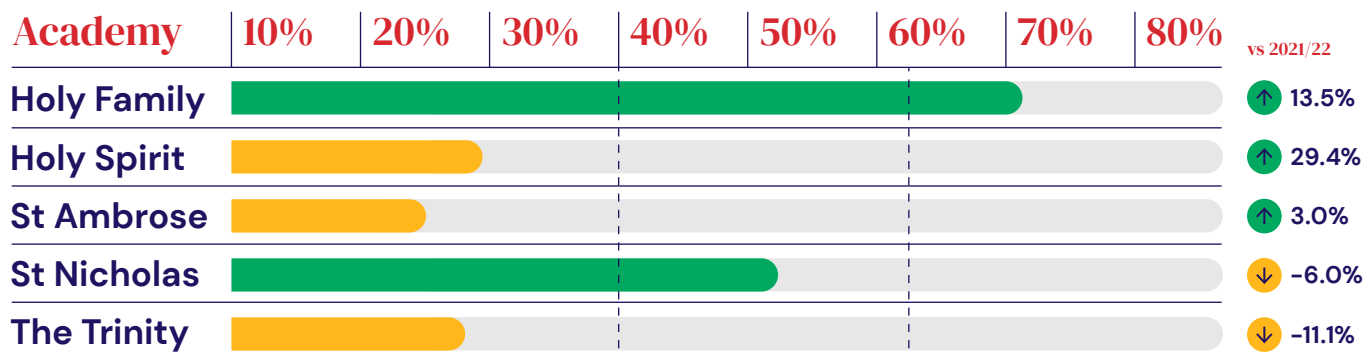
**19.4%**  
SJCMAT increase

We improved at nearly four times the national rate of improvement.



# Impact

## End of Key Stage 2



pupils meeting the expected standard in reading, writing and maths at the end of KS2

### Nationally

In all of reading, writing and maths,

**59%**

of pupils met the expected standard,

— unchanged from 2022.

### St Joseph MAT

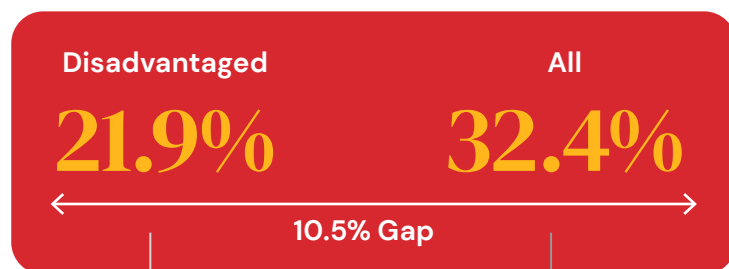
In all of reading, writing and maths,

**40.6%**

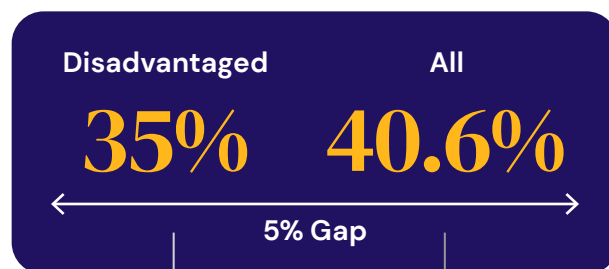
of pupils met the expected standard,

↑ Up from 32.4% in 2022.

2022



2023



59.8% increase

25.3% increase

# Impact

## Secondary

Blessed Carlo Acutis	2022	2023
Progress 8	-0.58	-0.61
Attainment 8	41.2	39.3
5+ English and Maths	26%	25%
English Element P8	-0.52	-0.7
Maths Element P8	-0.86	-0.68
EBAC Element P8	-0.63	-0.71
Open Element P8	-0.04	-0.41

### Blessed Carlo Acutis

Percentage of pupils achieving grades 5 or above in English and Mathematics GCSEs 2022/23

**25%**

St Augustine	2022	2023
Progress 8	-0.68	-0.69
Attainment 8	36.8	35.7
5+ English and Maths	23%	29%
English Element P8	-0.33	-0.4
Maths Element P8	-0.83	-0.79
EBAC Element P8	-1.25	-0.91
Open Element P8	-0.3	-0.61

### St Augustine

Percentage of pupils achieving grades 5 or above in English and Mathematics GCSEs 2022/23

**29%**

↑ which is an increase from 23% in 2022.

# Catholic Life

## Holy Spirit Catholic Academy received a glowing report after its inspection by the Catholic Schools Inspectorate on behalf of the Archbishop of Liverpool.

The findings of the inspection, which was carried out in June 2023, were overwhelmingly positive, concluding that Holy Spirit is a 'Good' school. Inspectors noted that "Christ is at the centre" of the academy and that there is a "palpable culture of welcome for all."

The Inspectorate's report described in detail the positive, engaged pupils who attend Holy Spirit Catholic Academy. It noted that "pupils are highly engaged in their learning and enthusiastic to share what they know and can do" and that they "seek out ways to be kind to each other." Warm relationships were said to create a "strong and apparent sense of community" within a "safe and caring haven."

“Christ is at the heart of our school, and it is beating hard again.’ This quote from a member of the governing body reflects their total and consistent commitment to the school and its life in the Church.”

Catholic School Inspectorate inspection report for Holy Spirit Catholic Primary, 2023



“Pupils seek out ways to be kind to each other.”

Schools Inspectorate, 2023



Jesus holds my hand and guides me on my way.

“There is a strong and apparent sense of community and Holy Spirit.”

Schools Inspectorate, 2023



Jesus holds my hand and guides me on my way.

“There is a strong and apparent sense of community at Holy Spirit. All members of staff embrace the mission statement and are enthusiastic in its implementation. All members of the school family were involved in its review and the writing of the school's vision and values. This firm sense of ownership is clear in the way that staff can articulate its meaning and impact on school life. One member of staff commented that, 'We're a family now.'”

Catholic School Inspectorate inspection report for Holy Spirit Catholic Primary, 2023

# A new chapter for St Chad's...

**St Chad's has changed its name to Blessed Carlo Acutis Catholic and CE Academy, signalling a fresh new start for the school and an exciting new challenge for our Trust.**

The Academy has served the community of Runcorn as the only faith school since 1976. During that time, it has experienced many highs and lows, with the past ten years having been more unstable with a number of heads and uncertainty over its future.

In March 2022, St Chad's joined the St Joseph Catholic Multi Academy Trust and in January 2023, a new head, Miss Alicia Freeman joined the team. Since then, the school has strengthened in all areas with a clearer vision and direction. The name and rebrand are the start of the second phase, which will be followed by the third phase in September 2024, when a 'minimum offer' will be introduced. This will include a commitment to all Year 7 students receiving music tuition amongst other enriching opportunities.



## Why Blessed Carlo Acutis?

Blessed Carlo Acutis died young, at the age of 15, of leukaemia. He was born in London and came from a modern family with roots all over the globe. This, along with the fact that he was passionate about computing and gaming, was the reason for the staff and students to select him to become the beacon of the future for the community of Runcorn.



# Improving Our Estates

A new library at Holy Spirit



A new library at Blessed Carlo Acutis

A new library and learning environments at St Nicholas

ELG projects:

£360,000



Improved learning environments at Holy Family



New reading den, amphitheatre and outdoor classroom at St Ambrose

New toilets at St Augustine's

Peace garden and huts at The Trinity



# Improving Our Estates

## Holy Family

- Replacement fire doors
- Refixing of external doors and windows
- Repointing
- Improvements to mechanical and electrical installations throughout

## St Ambrose

- New heating system, lighting and electrical works

## Blessed Carlo Acutis

- New heating system
- Roofing works
- New flooring
- Compliance improvements

## Capital projects

£6,945,890

Ensuring our academies are safe, warm and dry.



## St Augustine's

- Essential asbestos removal works
- Renewal and overlaying of roof coverings
- Replacement rooflights, fascias and rainwater goods
- External masonry repairs
- Replacement windows and doors, and improvements to access points
- Replacement of internal doors, finished and joinery
- Minor mechanical and plumbing works

# Financial Health

Returned a surplus of **£0.4m**  
(excluding fixed assets & pensions)

General reserves carried forward now sit at  
**£2.1m\***

Cash at Bank is **£3.1m**  
↑ up from **£1.5m**

↑ up from **£1.8m**  
\* reserves as a % of net income being 10%

Total funds balance of  
**£5.1m**  
↑ up from **£1.1m**

Total income of  
**£20.5m**  
↑ up from **£5.8m**

School reserves of  
**£2.1m**  
↑ up from **£1.8m**

## Pension balance is now in surplus



### Traffic lights system

- Major** – immediate action required in order to improve systems of control as serious risk of error or abuse.
- Medium** – scope for sensible improvements to control environment recommended. Not fundamental to the system of control.
- Minor** – recommendation which may make minor improvements to the system of control and should be considered.

Areas tested – scope expected this year

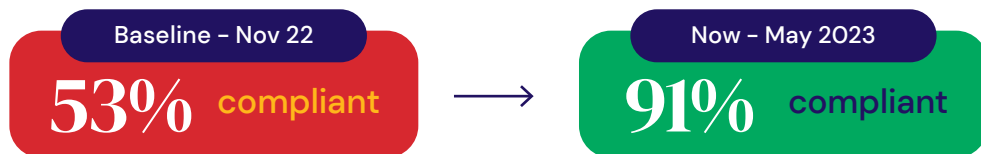
- Payroll & HR
- Governance
- Risk Management
- Fixed Assets
- Procurement

# Compliance

## Safeguarding RAG

### Policies, Processes and Procedures

		Baseline - Nov 22				Where are we now - May 2023			
Phase	Academy	R	A	G	Overall	R	A	G	Overall
Primary	Holy Family	7%	31%	62%	<span style="background-color: #FF0000; color: white;">R</span>	2%	13%	85%	<span style="background-color: #FF0000; color: white;">R</span>
Secondary	St Augustine	0%	36%	64%	<span style="background-color: #FFD700; color: white;">A</span>	0%	9%	91%	<span style="background-color: #008000; color: white;">G</span>
Primary	St Ambrose	18%	38%	44%	<span style="background-color: #FF0000; color: white;">R</span>	0%	4%	96%	<span style="background-color: #008000; color: white;">G</span>
Secondary	St Chads	24%	40%	36%	<span style="background-color: #FF0000; color: white;">R</span>	0%	16%	84%	<span style="background-color: #FFD700; color: white;">A</span>
Primary	The Trinity	11%	27%	38%	<span style="background-color: #FF0000; color: white;">R</span>	0%	0%	100%	<span style="background-color: #008000; color: white;">G</span>
Primary	Holy Spirit	2%	42%	56%	<span style="background-color: #FF0000; color: white;">R</span>	0%	9%	91%	<span style="background-color: #008000; color: white;">G</span>
Primary	St Nicholas	0%	31%	69%	<span style="background-color: #FFD700; color: white;">A</span>	0%	13%	87%	<span style="background-color: #FFD700; color: white;">A</span>
<b>Average</b>		9%	35%	53%		0%	9%	91%	



### Pupil Safety

		Baseline - March - May 2023				Where are we now - October 2023			
Phase	Academy	R	A	G	Overall	R	A	G	Overall
Primary	Holy Family	16%	47%	37%	<span style="background-color: #FF0000; color: white;">R</span>	0%	39%	61%	<span style="background-color: #FFD700; color: white;">A</span>
Secondary	St Augustine	3%	47%	50%	<span style="background-color: #FF0000; color: white;">R</span>	0%	12%	88%	<span style="background-color: #FFD700; color: white;">A</span>
Primary	St Ambrose	16%	53%	31%	<span style="background-color: #FF0000; color: white;">R</span>	3%	14%	83%	<span style="background-color: #FF0000; color: white;">R</span>
Secondary	St Chads	6%	47%	47%	<span style="background-color: #FF0000; color: white;">R</span>	6%	44%	50%	<span style="background-color: #FF0000; color: white;">R</span>
Primary	The Trinity	16%	37%	47%	<span style="background-color: #FF0000; color: white;">R</span>	0%	36%	64%	<span style="background-color: #FFD700; color: white;">A</span>
Primary	Holy Spirit	3%	33%	64%	<span style="background-color: #FF0000; color: white;">R</span>	0%	6%	94%	<span style="background-color: #008000; color: white;">G</span>
Primary	St Nicholas	16%	32%	52%	<span style="background-color: #FF0000; color: white;">R</span>	0%	43%	57%	<span style="background-color: #FFD700; color: white;">A</span>
<b>Average</b>		11%	42%	47%		1%	28%	71%	





# Compliance

## Academy Trust Handbook RAG

The Trust submitted its first set of full financial statements, with no reported regularity issues. The associated audits and audit management letter did not identify any significant issues. During the year, the Trust also underwent a "Financial Management & Governance" audit, conducted by ESFA. The audit and scope of testing was comprehensive, covering all key components of the Academies Trust Handbook. No issues were identified, with the final report only listing a number of minor recommendations.

In face to face interactions, the ESFA assessor communicated that the Trust had made significant progress, indicating that from experience and previous testing, SJCMAT performed better and are more advanced than other trusts at a similar stage of development.

During the year, the Trust have maintained open dialogue with ESFA, making them aware of all key development and plans. This also included sharing the "Workforce Planning" paper with them. The Executive continue to engage and communicate closely with ESFA.

## Statutory compliance testing RAG

The baseline was very low, particularly given that the record keeping was an area of concern.

This has improved to  
**86.2%**  
compliance as a Trust.

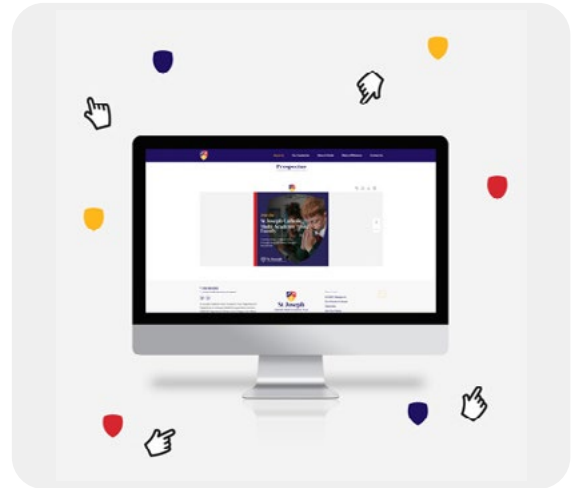
The implementation of We Are Every has enabled the Trust to identify areas of non-compliance in our buildings across the Estate. We have also been able to implement daily and weekly checks to help prevent issues occurring.



# Compliance

## Trust and Academy websites RAG

We have rebuilt our Trust website and all seven current academy websites in 2023 in a multi-site format to meet compliance requirements. All websites across the Trust now form a network of up-to-date information in an engaging, accessible format that meets the needs of all stakeholders.



**Policies** RAG **100%** of policies in place by the end of 2022-2023.

## Cyber security RAG

Our new partnership with Adept has accelerated the progression of all IT projects, including improved cyber security across the Trust. This year, we have:

- 

Put in place offline backups
- 

Set up GDPR training on Smartlog
- 

Registered with Police Cyberalarm
- 

Put in place a comprehensive Cyber Response Plan
- 

Arranged cyber security audits for all sites

# Compliance

## GDPR

RAG

**There have been no data breaches that have been reported to the ICO.**

A GDPR audit has taken place across the Trust, with audit reports available for all schools. The Executive are working with the schools to further strengthen the GDPR environment.

### Plans include:

Creating a formal GDPR compliance team with each school nominating a dedicated GDPR lead.

Working with Fusion, the Trust's DPO, to refine & develop processes and procedures, ensuring consistency.

Providing training to nominated GDPR leads.





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