DYNAMIC : PROVEN : EFFECTIVE

HOLY FAMILY CATHOLIC MULTI-ACADEMY TRUST

A VIEW FROM THE CEO

INTRODUCTION

Holy Family Catholic Multi-Academy Trust is a 6-school trust in the North West. In 2019, the new CEO commissioned Shaping Governance to undertake a review of governance, which included using our impactful Shaping Governance Programme

WHAT WE DID

The works that we undertook with HFC MAT included:

- *Shaping Governance sessions for each local school to help governors to learn, share and improve their governance practice and in being the eyes and ears of the trust.*
- *Using the insight from the sessions to work with the Trust to restructure the way that the trust operated, and the connections with local boards*
- *Developing shared improvement plans - for the Schools and Trust Boards*

THE RESULT

The new MAT structure is facilitating better relationships between boards, with streamlined communication and a shared sense of purpose. Shaping Governance has identified the strengths and areas for development, ensuring that all schools learn from each other

In a recent audit, governance was identified as 'strong'.









Shaping Governance®

AS EASY AS 1 ... 2 ...3 ...

1. SHAPING GOVERNANCE

All Boards in the trust used Shaping Governance. Local Boards used it to identify where they could improve their challenge and support of their school. With the Trust Board focusing their strategic role and their overview of the trust

2. GOVERNANCE RESTRUCTURE

Using our inclusive model, we set about working with boards to understand what worked and what didn't. From this we proposed a new structure, and produced key documents, documents and a holistic meeting schedule.

3. COMPREHENSIVE IMPROVEMENT PLANNING

We produced improvement plans for all schools and the Trust Board. Shaping Governance helps boards to fully understand how they should govern and the steps needed to improve. All Boards now review their effectiveness annually, ensuring that they keep momentum and not improvement ideas are lost.

ANDY MOOR
CEO, HFC MAT

The impact has been phenomenal!

Su helped us to shape our governance for the better; streamlining practice and building relationships between the layers of governance.

In 2023, our Trust undertook a further External Review of Governance to continue our passion for learning and improvement. The review was very positive and the following statement is testament to Su's work with us

"Following a very successful restructure in 2019, this trust has an innovative governance structure that has been allowed to embed and mature.

Governance compliance and evaluation are particularly strong at this trust.

HFCMAT have now embedded Shaping Governance programme within their annual improvement cycle - as a learning organisation, support governors is vitally important to the Trust