



STRATEGIC PLAN

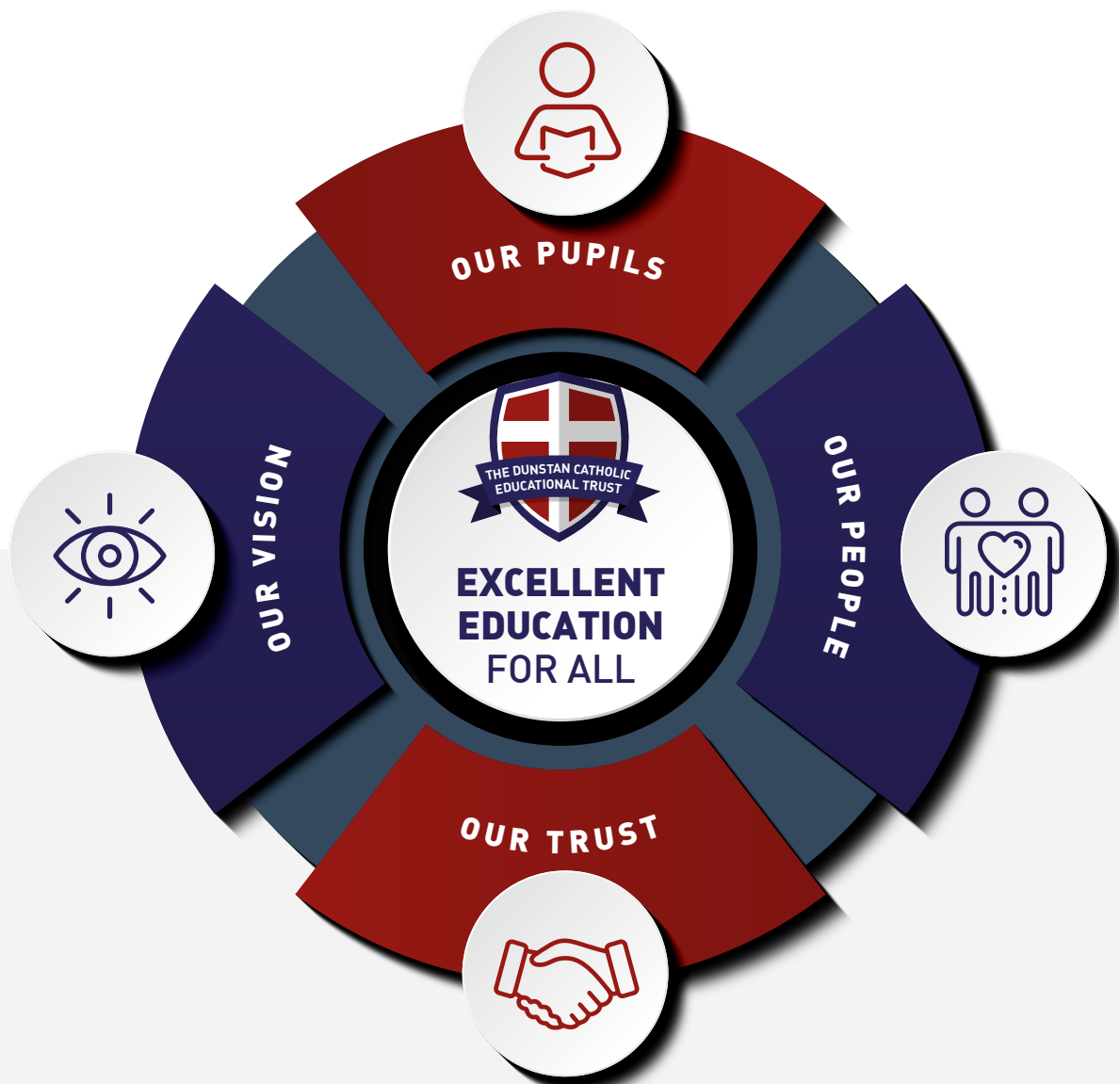
2022 - 2025



OUR VISION



We are a community of Catholic schools together aspiring to give children an all-round education rooted in Christian values in a nurturing environment where they flourish, become lifelong learners and fulfil their potential.





OUR VISION

1. Our Trust vision, mission and values are integral to every decision we make. Our actions live out our values.

For our Trust this will mean that by 2025:

- 1.1** all members of our Trust community know how living our values impacts their own lives, characters and wider community
- 1.2** adults working in or supporting our Trust community use our values to inform decisions in the best interests of pupils
- 1.3** pupils leaving our Trust community have the skills, knowledge and understanding necessary to contribute positively to society

We will achieve this by:

- Designing a curriculum based on our values which teaches pupils how to use them to support social, spiritual, emotional and academic progress for themselves and others.
- Celebrating and recognising members of our Trust community when they actively use a value to make a positive contribution.
- Ensuring our vision and values inform our policies and procedures, and are lived out in our practice.
- Promoting our values with our parents, carers, parish and wider school community.





OUR PUPILS

2. All our pupils will receive the best teaching and high-quality education in schools rooted in the Trust's Christian Values.

For our pupils this will mean that by 2025:

- 2.1** our teachers feel empowered to focus on delivering the best possible lessons for every child
- 2.2** our pupils learn in a calm, safe and supportive environment
- 2.3** our pupil outcomes are in line with or above national averages for attainment and progress
- 2.4** our pupils benefit from the Catholic life of our schools

We will achieve this by:

- Quality assuring the provision in all our schools to ensure that the strengths are shared, and timely support is effective in raising standards (Trust/School Improvement plans).
- Ensuring that the Trust's School Improvement Offer is effectively targeted in supporting and challenging schools to improve at all levels, the reasons for the support and what they will receive.
- Through effective networks we will use lead practitioners and subject leaders to offer high quality support that will improve teaching and learning in schools.
- Designing and implementing a Trust wide vision of what good and outstanding provision looks like so that all in our school community know the expectations for all our pupils.
- Establishing a culture of accountability at all levels by setting and agreeing aspirational targets for the school and its pupils and establishing effective leadership to support our school communities to achieve these.





OUR PEOPLE

3. There will be strong leadership at all levels in our Trust. There will be a comprehensive programme of in role development and career progression to ensure that everyone in our Trust has the skills and support to fulfil their roles.

For our people this will mean that by 2025:

- 3.1** governance at all levels is verified as effective or highly effective
- 3.2** leadership is developed at all levels in our Trust
- 3.3** leadership ensures continuous improvement in all our schools continues
- 3.4** staff value the Trust's investment in their talent, professional development and wellbeing

We will achieve this by:

- Establishing Trust wide learning sets which will build upon existing good practice and will be further enhanced by engaging in research and conducting action research. These will have high levels of engagement.
- Designing and implementing a clear induction package for all staff that will support those new to our Trust to quickly know and understand their role and contribute to our vision.
- Investing in staff by delivering a Careers Pathway, Personal and Professional Development programme enhanced by accredited training.
- Designing and implementing a Governance Development Plan which enables the delivery of high quality, effective and impactful strategic leadership.



**Helen
Taylor
(CEO)**



OUR TRUST

4. Our Trust will adopt financially sustainable and ecologically friendly strategies in delivery of our vision, values and strategies for the benefit of our pupils and planet.

For our pupils this will mean that by 2025:

- 4.1** All schools set and maintain a balanced budget
- 4.2** Implementation of Trust policies demonstrates improved financial health, economies of scale and ecological impacts across our Trust
- 4.3** Growth is managed in a sustainable way for existing as well as new schools joining our Trust community
- 4.4** Our pupils know about energy efficiency, climate resilience and green careers for the benefit of our pupils and our planet

We will achieve this by:

- Developing clear and transparent financial policies and procedures.
- Using the Integrated Curriculum Financial Planning Tool to support review of the effective use of resources in our schools and across the Trust.
- Implementing the findings of the audits.
- Developing effective procurement to deliver cost effective services and resources across the Trust.
- Developing a strategy to reduce our carbon footprint.
- Engaging with Head Teachers and governors of other schools and providing support to these schools as capacity allows.
- Ensuring our curriculum design includes education about respect for our world, our environment and green skills.

