



Strategic Plan 2021 – 2025

Welcome to Plymouth CAST



Plymouth CAST is values driven and educationally led; aiming to provide first class education and care that allows every child to reach their potential.

Colleagues in the Trust recognise the importance of high quality teaching and learning, underpinned by a robust school improvement model. Our ultimate goal is to work collaboratively both internally and externally, supporting and learning from others, to improve outcomes for all learners.

Plymouth CAST recognises and respects the unique distinctiveness of each of its Catholic schools and its place within the local community. It upholds and actively promotes the Gospel Values, and seeks to develop in each one, confident, caring, respectful and resilient pupils that are well prepared for the next step of their lives.

Plymouth CAST aims for each of its academies to be outstanding. This means outstanding outcomes for all children; innovative, enthusiastic, well-trained staff that provide high-quality teaching, learning and assessment experiences every day.

Plymouth CAST Multi-Academy Trust aims to contribute positively to a self-improving school-led system across the South West. We are committed to adding real value to the community. We believe in true collaboration; working in partnership, investing in people, and building capacity for long term, sustainable success.

Plymouth CAST Directors have developed the strategic aims and goals within this document to determine the Trust priorities and operational plans over the next five years.



Andy Nicholls Chair of the Board



Zoe Batten Chief Executive Officer



“Our Mission is to be a community of outstanding schools in which our pupils flourish in safe, happy and stimulating environments and leave us with the knowledge and skills, personal qualities and aspirations, to make the world a better place, inspired by the Gospel.”

Mission Statement, 2018



“We are passionately committed to the core aspiration of Catholic education which is the flourishing of the human person for the common good.”



Our Values

We are defined by our mission and our Gospel values. These stand at the heart of everything we do:

- ❖ Humility – seeing life as a gift
- ❖ Compassion – empathy
- ❖ Kindness – gentleness
- ❖ Justice – working for a fairer world
- ❖ Forgiveness – reconciliation
- ❖ Integrity – do what you say
- ❖ Peace – committed to peace-making, non violence
- ❖ Courage – standing up for the truth

Our schools are invited to adopt this common set of Gospel Values and integrate them into the liturgical and curriculum life of the school.

Strategic Aims

1. To ensure that every pupil is educated in a safe and stimulating environment, inspired by the Gospel, leaving us with a vision of service for humanity, especially the vulnerable.
2. To ensure that every pupil receives an excellent education, which fulfils their academic potential, and provides each with the qualifications, skills and qualities that will help them to thrive in adult life.
3. To ensure that CAST is a fully sustainable Trust capable of providing all the necessary resources and equipment to fulfil its educational ambitions.

Strategic Goals



Schools

1. All schools are assessed as consistently good or better against both Ofsted and Canonical inspection criteria.



Pupils

2. Disadvantaged pupils are provided with a learning environment that enables them to achieve in line with or better than the national average for non-disadvantaged pupils.



Culture

3. The organisational culture of the Trust promotes opportunities for all staff and pupils to develop, learn and grow in an environment where every individual is respected, and diversity is celebrated.



Leadership

4. To meet the Bishop's Conference requirement that only practising Catholics are recruited to reserved posts.

Strategic Goals Continued



The Trust

5. The Trust is financially secure holding reserves at a minimum of 2%.



Reinvestment

6. Ensure that reinvestment funds of at least £1M are generated every year.



Environment and Sustainability

7. Minimise the Trust's impact on the environment through year on year reductions in its carbon footprint to reach net zero by 2030, and to implement sustainability within the curriculum through the embedding of Laudato Si.



Marketing and PR

8. All schools to meet target pupil admission numbers.

Strategic Themes for Improvement

2021

Central services to school, inclusive of a robust GAG pooled strategy to increase efficiency, financial oversight, and resource allocation, are well managed and meet the needs of the Trust's schools.

Refinement of systems to focus on achieving greater efficiencies and striving for excellence.

Lines of accountability are discrete and operate within the parameters of the Scheme of Delegation.

Schools are focused on educational standards, safeguarding, RE and Catholic Life, and on sustainability and culture.

All layers of governance are robust and show greater connectivity. The impact of governance, in line with Scheme of Delegation, is demonstrable at every level.

Subject hubs and networks that enable the sharing of best practice, are vehicles for professional development, and increase capacity. As a result, collective accountability exists between schools and across clusters.

Maintain the mission to preserve Catholic education, wherever feasible to do so.

Trust principles of curriculum design are evident in the delivery of all school curricular and are inclusive of Laudato Si and sustainability.



Strategic Themes for Improvement

2021

School staffing models operate in line with Trust KPIs and Integrated Curriculum Financial Planning (ICFP) matrix.

Talent spotting ensures that the best leaders are identified, trained, and retained. Leadership structures sit in line with agreed staffing structures.

Wellbeing and employee engagement are central to the overall success of the organisation.

Stakeholder feedback is a core strand of information that supports Trust development and ensures connectivity between the Trust and its schools.

Effective marketing raises the profile of the Trust nationally, schools within their communities, and supports a growth in pupil numbers.



Our History

Plymouth CAST was formally recognised as a new multi academy trust in April 2014, however, the strength and unity of family felt amongst schools within the Diocese of Plymouth was far from new, and had been present for many decades prior to the creation of the Trust.

The Diocese of Plymouth had always desired that its schools should feel a strong sense of 'family' and of being an expression of the diocesan Church.

With the introduction of the Academies Bill in 2010, a unique opportunity was provided to formalise this partnership and collectively secure the mission of our schools. The Trust developed an innovative strategy that would secure the future of all schools within the Diocese and strengthen Catholic provision.

Today, Plymouth CAST is one of the largest Catholic Multi Academy Trusts in the UK, with a strong focus on school improvement and an ambitious vision of unwavering excellence for all of the young people in our care.







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