



Strategic Plan 2023 - 2027

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.



Ruth O'Donovan 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 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 Vision

We will work together as one Trust, one family of schools, a community inspired by a vision for excellence. We commit ourselves to deepen our mission and raise standards in order to provide an excellent Catholic education for every child in our care.

We will ensure that all children are able to thrive through quality learning experiences, ensuring their readiness for the next stage in their learning.

To achieve our vision, we will:

- create a family of remarkable, authentically Catholic centres of learning;
- provide a holistic education focusing on developing the whole person, encouraging pupils to explore, develop and affirm their own faith;
- support our schools in making the biggest difference to the life chances of our pupils and to strengthen Catholic education;
- recognise the strength of our Catholic identity and how the CAST Gospel Values support our behaviours and mindset when making difficult decisions for the common good;
- work together in a trusting and collaborative manner, with integrity and transparency;
- celebrate the unique nature and individuality of each school, whilst understanding that through collaboration and alignment, where it makes sense to do so, our schools are stronger;
- encourage all our children and staff to excel and collaborate with one another, to ensure the best outcomes and progress for all;
- seek to draw upon the skills and talents of our CAST-wide team to ensure opportunities for all and a sustainable model of school improvement;
- develop joyful learning communities that work together to improve standards and outcomes for our children, as part of a wider community;
- ensure that we remain committed to our Gospel values that underpin the way we work.

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 with well-developed leadership at all levels, which provides all the necessary resources and equipment to fulfil its educational ambitions.
4. To ensure that all schools share a unified vision of a single family of schools, with a deeper sense of unity and alignment across the Trust.



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 Goals



Goal 1 . CAST will become a centre of excellence for Catholic education, deepening the mission and ethos of our schools. All schools are assessed consistently Good or better against Canonical Inspection criteria.



Goal 2. Through strategic development and open collaboration, CAST will ensure that all our schools provide the very best leadership and teaching, and in doing so, provide the highest quality learning for all our pupils, as evidenced by our schools being good or better against Ofsted criteria.



Goal 3. A safe learning environment is provided that enables all pupils to achieve their potential, with a focus on support for pupils who have additional needs and a commitment to closing the attainment gap for disadvantaged pupils.



Goal 4. The Trust promotes a shared organisational culture that provides opportunities for all staff and pupils to develop, learn and grow in an environment where every individual is respected, disadvantage is challenged, and diversity is celebrated.

Strategic Goals continued...



Goal 5. The Trust is financially secure and targets at least £1m per year to be reinvested to meet the need of our schools.



Goal 6. The Trust will provide a high-quality central service offer to enable school leaders to increasingly focus on their core educational purpose.



Goal 7. To further strengthen the Trust as a strong, resilient organisation by meeting planned admission numbers (PAN) and maximising the benefit of partnerships with external schools and Trusts.



Goal 8. Robust and efficient governance structures maximise school effectiveness. Effective and efficient governance structures will be refined to provide a robust framework to ensure that expectations of governance are aligned across central and Local CAST Boards.



Goal 9. Reduce the Trust's impact on the environment through year-on-year reductions in its carbon footprint, towards net zero, and to implement sustainability within the curriculum through the embedding of Laudato Si.



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.



