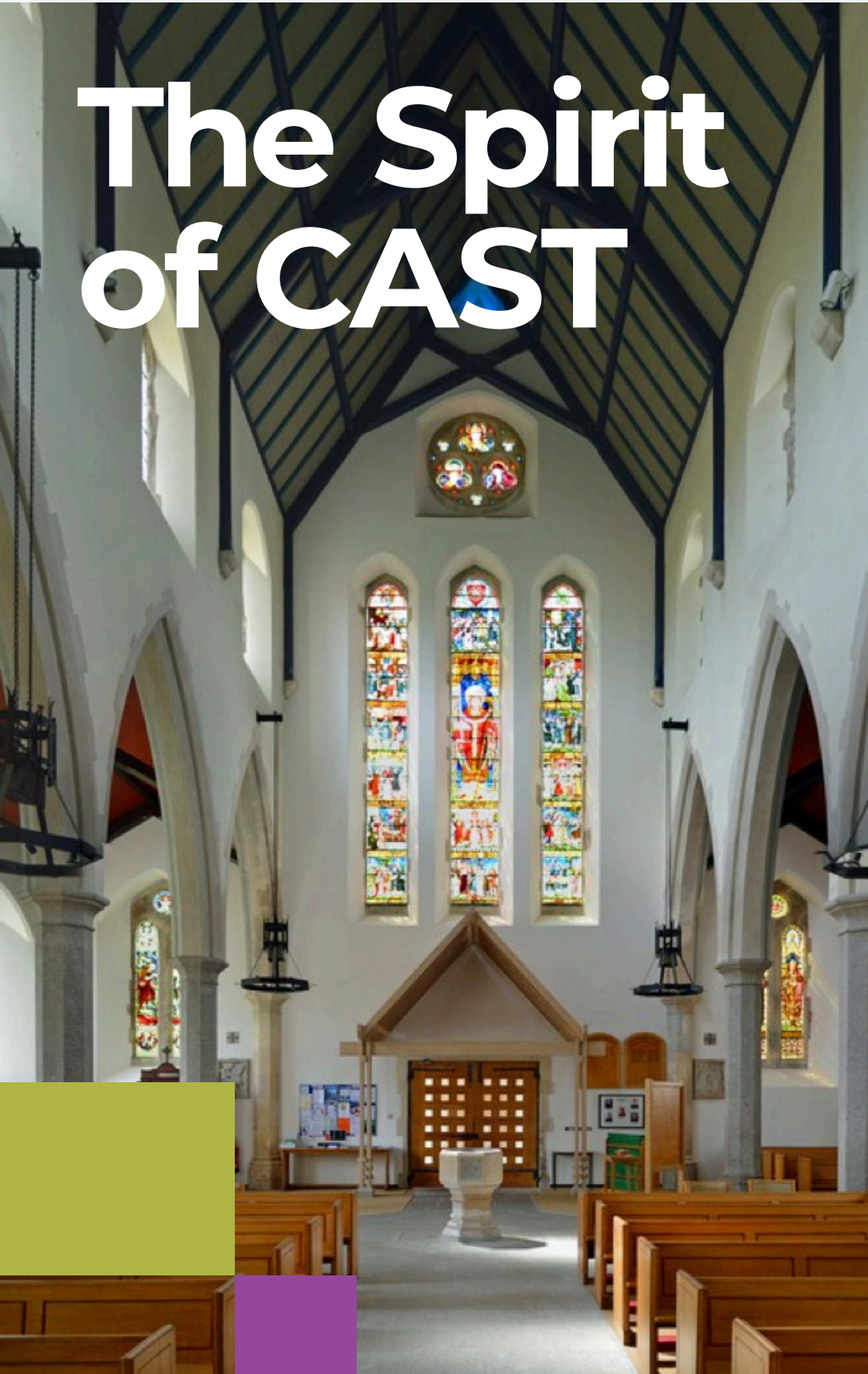




The Spirit of CAST





The Spirit of CAST

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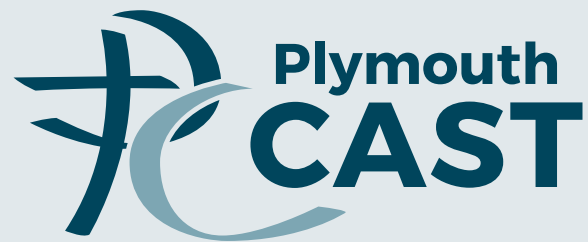
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Plymouth CAST

Who we are, what we
stand for and what
our ambitions are



A large graphic with the letters "OT" in a light blue, rounded font on the left, and the word "WELCOME" in a green, rounded font on the right. The background is a photograph of a green field under a blue sky with white clouds. The "OT" is partially overlaid by a blue vertical bar on the left and a white vertical bar on the right.

Welcome

We are a family of 34 Catholic schools and one nursery
within the Diocese of Plymouth



CELEBRATING 10 YEARS OF TRUSTED CATHOLIC EDUCATION

Welcome to Plymouth CAST

We are a family of 34 Catholic schools and one nursery, working together as one team within the Diocese of Plymouth.

We educate children and young people across Cornwall, Devon and Dorset. We want them to flourish, enjoying school and achieving well.

We work with their parents and carers to collaborate on the best outcomes for their children. We involve selected people from outside the Trust to provide enrichment and ensure accessibility across the curriculum.

We value the professional development of our staff, providing high quality development opportunities. Individually and across teams, our expectation is that our gospel beliefs drive our behaviours.

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

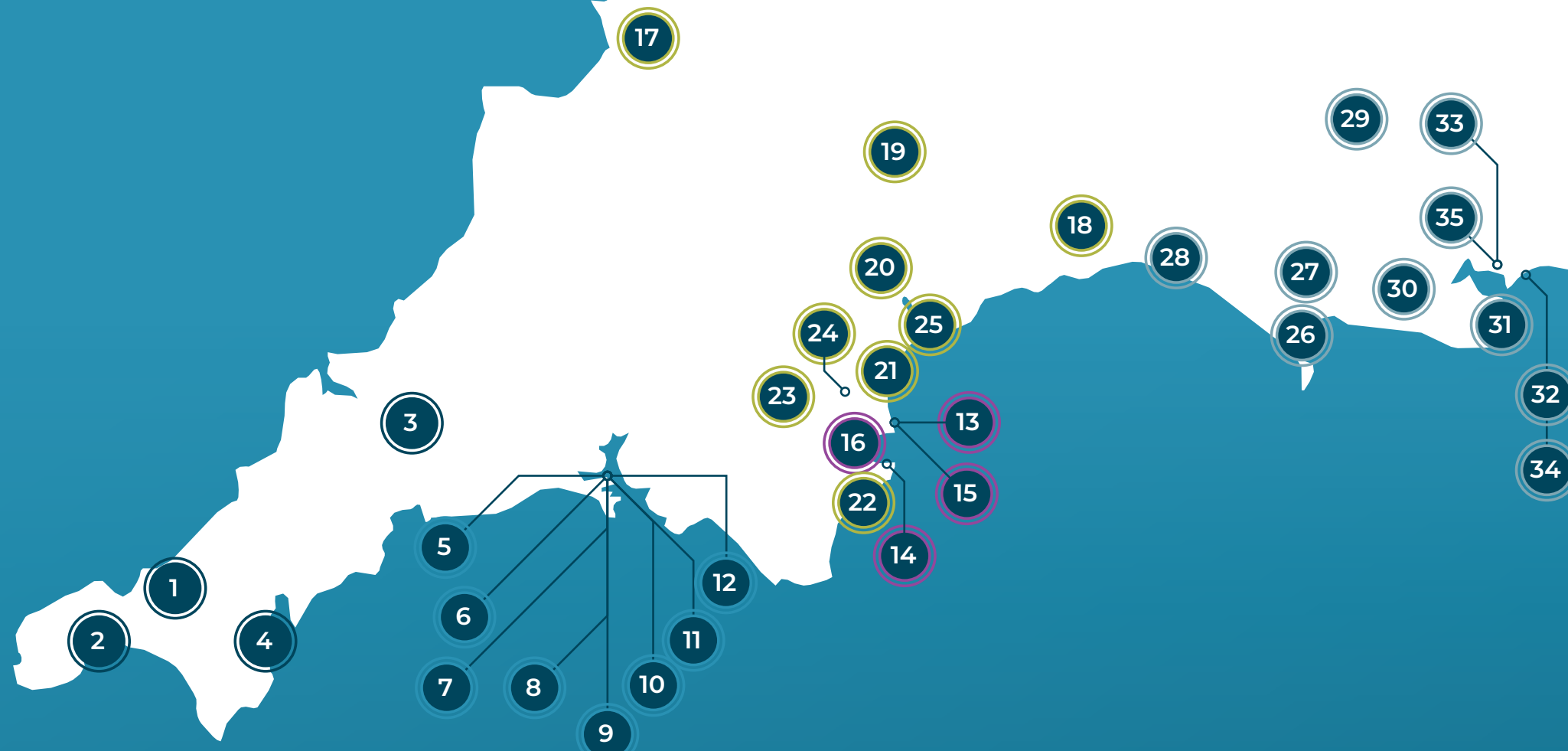
02

Our Schools



From west to east, we are one family

Plymouth CAST - Our Schools



WEST

1		St John's Catholic Primary School (Camborne)
2		St Mary's Catholic Primary School (Penzance)
3		St Mary's Catholic Primary School (Bodmin)
4		St Mary's Catholic Primary School (Falmouth)

PLYMOUTH SECONDARY

5		Notre Dame
6		St Boniface's RC College

PLYMOUTH PRIMARY

7		Cathedral School of St Mary
8		St Joseph's Catholic Primary School
9		Holy Cross Catholic Primary School
10		St Paul's Roman Catholic Primary School
11		Keyham Barton Catholic Primary School
12		St Peter's Roman Catholic Primary School

TORBAY

13		Our Lady of the Angels Catholic Primary School (Torquay)
14		St Margaret Clitherow Catholic Primary School (Brixham)
15		Priory Catholic Primary School (Torquay)
16		Sacred Heart RC Nursery and Primary School (Paignton)

DEVON NORTH

17		Our Lady's Catholic Primary School (Barnstaple)
18		St Mary's Catholic Primary School (Axminster)
19		St John's Catholic Primary School (Tiverton)
20		St Nicholas Catholic Primary School (Exeter)
21		Our Lady & St Patrick's Roman Catholic Primary School

DEVON SOUTH

22		St John the Baptist Catholic Primary School (Dartmouth)
23		St Mary's Catholic Primary School (Buckfast)
24		St Joseph's Catholic Primary School (Newton Abbot)
25		St Joseph's Catholic Primary School (Exmouth)

DORSET WEST

26		St Augustine's Catholic Primary School (Weymouth)
27		St Mary's Catholic First School (Dorchester)
28		St Catherine's Catholic Primary School (Bridport)
29		St Mary's Catholic Primary School (Marnhull)
30		St Mary and St Joseph's Catholic Primary School (Wool)
31		St Mary's Catholic Primary School (Swanage)

DORSET EAST

32		Christ the King Catholic Primary School (Bournemouth)
33		St Mary's Catholic Primary School (Poole)
34		The Orchard Nursery (Bournemouth)
35		St Joseph's Catholic Primary School (Poole)



03

Our BIG Plan

Our culture, meaning, focus and drive



Our BIG Plan

Culture and meaning

Purpose

Why we exist
- expressed as a benefit
to our stakeholders

Vision

Our long term vision
which steers every
decision and goal

Focus and drive

Ambition

(Our Aims) What
business success looks
like in numbers and
relationships

Values

Our core beliefs / pillars
in action which drive
behaviours to deliver our
purpose and ambition

POSITION

The kind of organisation
we want to be

Goals

The strategic priorities
that will help us achieve
our ambition

Beliefs & Behaviours

How we expect our
people to act in line with
our values

Mission

How our behaviour
manifests itself to our
stakeholders

Plans

The planned strategic
activities we've agreed
to undertake our goals



04 Positioning

The kind of organisation we want to be



Positioning

The kind of organisation we want to be



Passionate people

We remain positive, so we enjoy our work and inspire each other. We care about each other's well-being. We experience high-quality development and together, drive school improvement. Being solution-focused, we work as one team to ensure our pupils flourish.



Doing the right thing

We are comfortable challenging the status quo and driving each other on to solutions which address our vision. All our people lead by example - following Jesus' example, we strive to love each other as ourselves.



Ambitious for our children

We are committed to putting our children at the heart of what we do. They enjoy school, achieve well and have rich experiences and opportunities. Through our example, they have high aspirations and are empathetic towards each other.

05

Vision



Long term which steers every decision and goal

Vision

Long term
which steers
every decision
and goal



We work together
as one Trust, one
family of schools,
one 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.

0

Purpose

Why we exist, expressed as a benefit to our stake holders



Purpose

Why we exist,
expressed as a
benefit to our
stakeholders



Nurturing agents of change

Our Core Values

Behaviours which deliver our purpose and ambition



Core Values

Behaviours which deliver our purpose and ambition



Collaboration

We are one team, being the best we can be. We achieve more altogether - one Trust, one family of schools, one community.

We are united through our faith, families and staff.



Ambition

We want our children to be happy and to flourish, achieving well.

Across all areas, we work as one team to drive up standards. We are courageous in our decision making and aspirations.

Through the strength of our ambition, we create a distinct brand and culture.



Stewardship

Justice, forgiveness and integrity are central to the gospels and drive our decision-making. Underpinning this is a relentless approach to safety, reliability and consistency.

As key influencers of our children's impact on society and the environment, we encourage sustainable and brave decision-making, based on a beliefs-led approach.



Trust

We are authentic, transparent, open and honest.

Through compassion and kindness, we show humility to each other.

08

Beliefs and Behaviours



How we expect each other to act, in line with our values

Beliefs and Behaviours

How we
expect each
other to act,
in line with
our values

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 truth

O9

Our Mission

How our behaviours manifest themselves



Mission

How our
behaviours
manifest
themselves



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.

10

Ambition



What success looks like

Ambition

(Strategic Aims)

What success looks like

	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.
	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.
	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.
	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.



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Strategic Goals

To help achieve our ambition

Strategic Goals

To help achieve our ambition

01

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.

02

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.

03

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.

04

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.

05

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

06

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

07

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.

08

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.

09

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.



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Summary



Who we are in a nutshell

The Spirit of CAST

Positioning

Passionate people. Doing the right thing. Ambitious for our children.

Vision

We work together as one Trust, one family of schools, one 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.

Purpose

Nurturing agents of change.

Values

Collaboration, **Ambition**, **Stewardship** and **Trust**.

Beliefs and Behaviours

Humility, Compassion, Kindness, Justice, Forgiveness, Integrity, Peace, Courage.

Mission

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.

Ambition - Strategic Objectives

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.

To ensure that every pupil receives an **excellent education**, which fulfills their academic potential, and provides each with the **qualifications, skills and qualities that will help them to thrive in adult life**.

To ensure that CAST is a **fully sustainable Trust with well-developed leadership** at all levels, which provides all necessary resources and equipment to fulfill its educational ambitions.

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.



CELEBRATING 10 YEARS OF TRUSTED CATHOLIC EDUCATION