

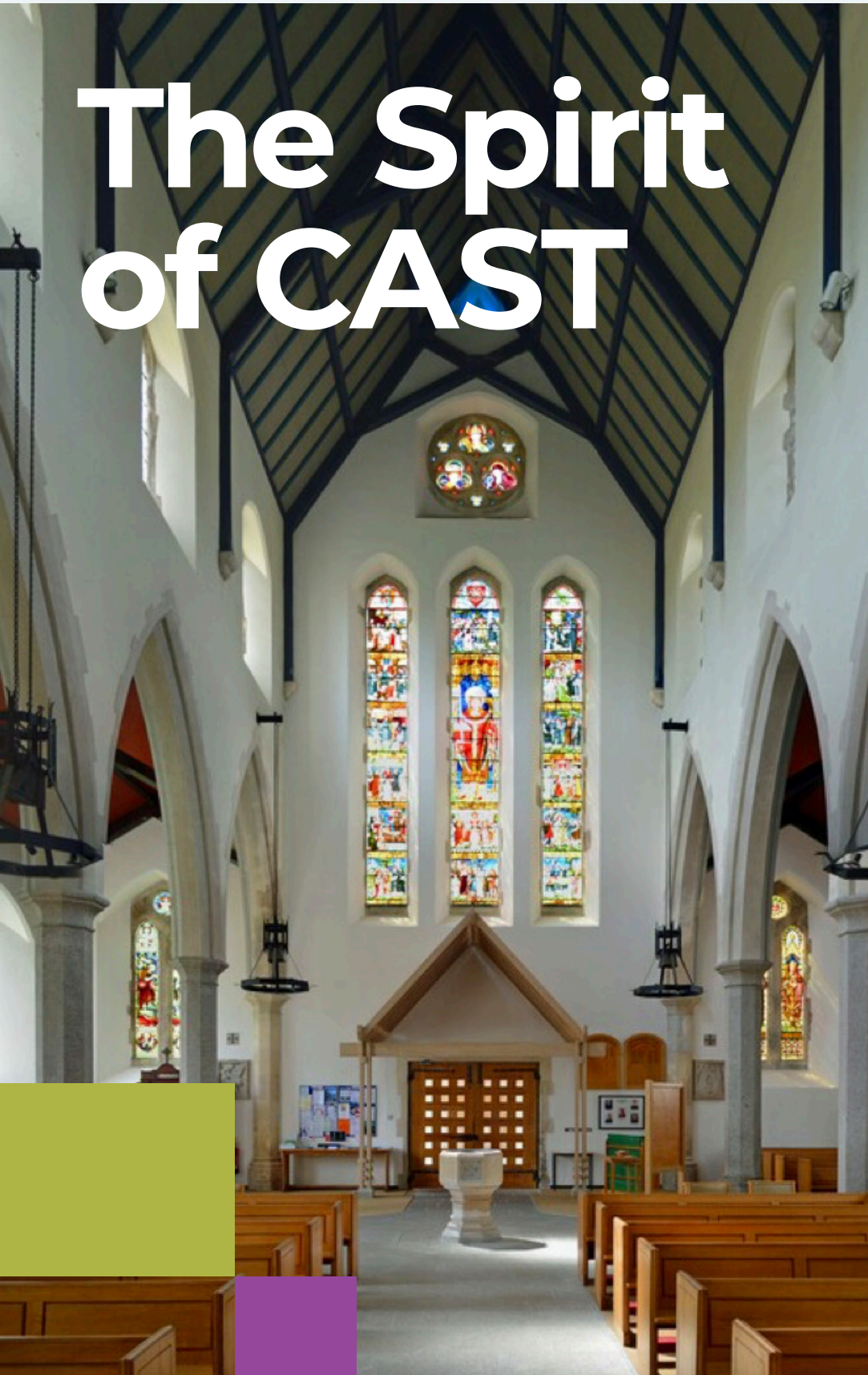


CELEBRATING 10 YEARS OF TRUSTED CATHOLIC EDUCATION



The Spirit of CAST





The Spirit of CAST

01

Welcome

Page 4

02

Our Schools

Page 6

03

Our BIG Plan

Page 8

04

Positioning

Page 10

05

Vision

Page 12

06

Purpose

Page 14

07

Core Values

Page 16

08

Beliefs & Behaviours

Page 18

09

Mission

Page 20

10

Ambition

Page 22

11

Strategic Goals

Page 24

12

Summary

Page 26

contents



Plymouth
CAST

Plymouth CAST

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



Large stylized text "OTW WELCOME" overlaid on a background image of a green field under a blue sky with white clouds. The "O" and "T" are light blue with a white outline, while "WELCOME" is a solid green color.

Welcome

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

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.



CELEBRATING 10 YEARS OF TRUSTED CATHOLIC EDUCATION

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.

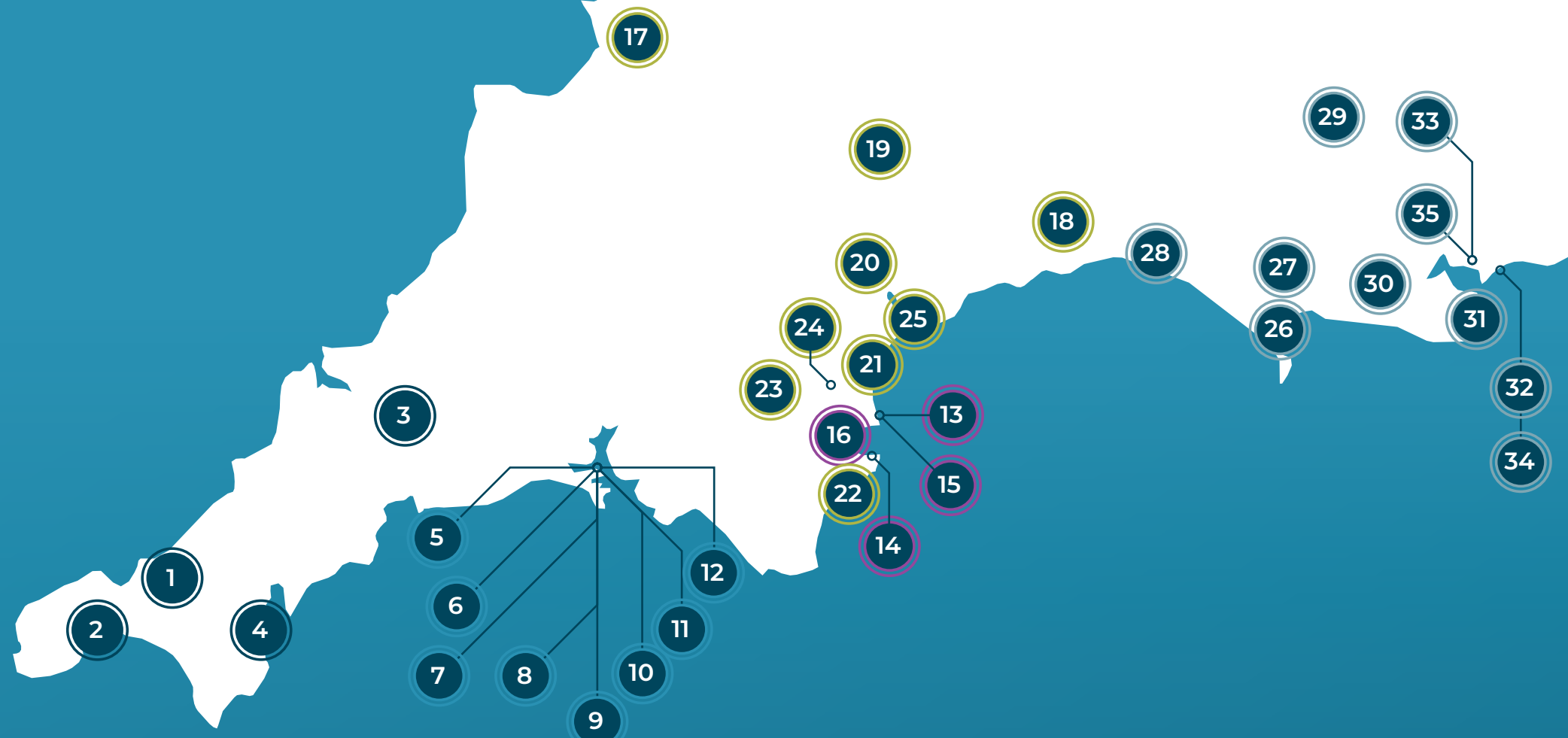
02

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

Values

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

Beliefs & Behaviours

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

Vision

Our long term vision which steers every decision and goal

POSITION

The kind of organisation we want to be

Mission

How our behaviour manifests itself to our stakeholders

Focus and drive

Ambition

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

Goals

The strategic priorities that will help us achieve our ambition

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.



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

07

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.

OR

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



O9

Our Mission

How our behaviours manifest themselves



886 JOHN 2:11-18

miraculous sign can you...
 Jesus answered them...
 The Jews replied...

Jesus Teaches Nicodemus

3 Now there was a man of the Pharisees named Nicodemus, a member of the Jewish ruling council. He came to Jesus at night and said, "Rabbi, we know you are a teacher who has come from God. For no one could perform the miraculous signs you are doing if God were not with him."
 In reply Jesus declared, "I tell you the truth, no one can see the kingdom of God unless he is born again."
 How can a man be born when he is old? Nicodemus asked. Surely he cannot enter a second time into his mother's womb to be born!
 Jesus answered, "I tell you the truth, no one can enter the kingdom of God unless he is born of water and the Spirit. Flesh gives birth to flesh, but the Spirit gives birth to spirit. You should not be surprised at my saying, 'You must be born again.' The wind blows wherever it pleases. You hear its sound, but you cannot tell where it comes from or where it is going. So it is with everyone born of the Spirit."
 How can this be? Nicodemus asked.
 You are Israel's teacher," said Jesus, "and do you not understand these things? I tell you the truth, we speak of what we have seen, and we testify to what we have seen, but still you people do not accept our testimony. I have spoken to you of earthly things and you do not believe; how then will you believe if I speak of heavenly

things? No one has ever gone into heaven except the one who came from there—the Son of Man. Just as Moses lifted up the snake in the desert, so the Son of Man must be lifted up, that everyone who believes in him may have eternal life. For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life. For God did not send his Son into the world to condemn the world, but to save the world through him. Whoever believes in him is not condemned, but whoever does not believe stands condemned already because he has not believed in the Son of God's one and only Son. This is the verdict: Light has come into the world, but men loved darkness instead of light because their deeds were evil. Everyone who into the light for fear that his deeds will be exposed. But whoever lives by the truth plainly that what he has done has been done through God."

John the Baptist's Testimony About Jesus

22 After this, Jesus and his disciples went out into the Judean countryside, where he spent some time with them, and baptized. Now John also was baptizing at Aenon near Salim, because there was plenty of water, and people were constantly coming to be baptized. (This was before John was put in prison.) An argument developed between some of John's disciples and a certain Jew over the matter of ceremonial washing. They came to John and said to him, "Rabbi, that man who was with you on the other side of the Jordan—the one you testified about—well, he is baptizing, and everyone is going to him."
 To this John replied, "A man can receive only what is given him from heaven. You yourselves can testify that I said, 'I am not the Christ but am sent ahead of him.' The bride belongs to the bridegroom. The friend who attends the bridegroom waits and listens for him, and is full of joy when he hears the bridegroom's voice. That joy is mine, and it is now complete. He must become greater; I must become less."
 The one who comes from above is above all, the one who is from the earth belongs to the earth, and speaks as one from

*23 Or and believed in him *24 Or born from above, also in verse 7 *25 Or but again *27 The Greek plural *28 Some manuscripts Man who is in heaven *29 Or believers may have eternal life in him *30 Or only begotten Son *31 Or God's only begotten Son *32 Some interpreters end the quotation after verse 15 *33 Some manuscripts and certain Jews *34 Or Messiah

JOHN 4:58 887

earth. The one who comes from heaven is above all, but no one accepts his testimony. The man who has accepted it has testified that God is truthful. For the one whom God has sent speaks the words of God, for God's Spirit is given without limit. The Father loves the Son and has placed everything in his hands. Whoever believes in the Son has eternal life, but whoever rejects the Son will not see life, for God's wrath remains on him."

Jesus Talks With a Samaritan Woman

4 The Pharisees heard that Jesus was gaining and baptizing more disciples than John, although in fact it was not John, who baptized, but his disciples. When the Lord learned of this, he left Judea and went back once more to Galilee. Now he had to go through Samaria. So he came to a town in Samaria called Sychar, near the plot of ground Jacob had given to his son Joseph. Jacob's well was there, and Jesus, tired as he was from the journey, sat down by the well. It was about the sixth hour.

When a Samaritan woman came to draw water, Jesus said to her, "Will you give me a drink?" (His disciples had gone into the town to buy food.) The Samaritan woman said to him, "You are a Jew and I am a Samaritan woman. How can you ask me for a drink?" (For Jews do not associate with Samaritans.) Jesus answered her, "If you knew the gift of God and who it is that asks you for a drink, you would have asked him and he would have given you living water."
 Sir," the woman said, "you have nothing to draw with and the well is deep. How can you get this living water? Are you greater than our father Jacob, who gave us the well and drank from it himself, as did also his sons and his flocks and herds?"
 Jesus answered, "Everyone who drinks this water will be thirsty again, but whoever drinks the water I give him will never thirst. Indeed, the water I give him will become in him a spring of water welling up to eternal life."
 The woman said to him, "Sir, give me this water so that I won't get thirsty and have to keep coming here to draw water."
 He told her, "Go, call your husband and come back."
 Sir," she said, "I have no husband." She replied, "Jesus said to her, 'You are right when you say you have no husband.' The fact is, you have had five husbands, and the man you now have is not your husband. What you have just said is quite true."
 Sir," the woman said, "I can see that you are a prophet. Our fathers worshiped on this mountain, but you Jews claim that the place where we must worship is in Jerusalem."
 Jesus declared, "Believe me, woman, a time is coming when you will worship the Father neither on this mountain nor in Jerusalem. You Samaritans worship what you do not know, we worship what we do know, for salvation is from the Jews. Yet a time is coming and has now come when the true worshipers will worship the Father in spirit and truth, for they are the kind of worshipers the Father seeks. God is spirit, and his worshipers must worship in spirit and in truth."
 The woman said, "I know that Messiah (called Christ) is coming. When he comes, he will explain everything to us."
 Then Jesus declared, "I who speak to you am he."

The Disciples Rejoin Jesus

Just then his disciples returned and were surprised to find him talking with a woman. But no one asked, "What do you want?" or "Why are you talking with her?" Then, leaving her water jar, the woman went back to the town and said to the people, "Come, see a man who told me everything I ever did. Could this be the Christ?" They came out of the town and made their way toward him.

Meanwhile his disciples urged him, "Rabbi, eat something."
 But he said to them, "I have food to eat that you know nothing about."
 Then his disciples said to each other, "Could someone have brought him food?"
 My food," said Jesus, "is to do the will of him who sent me and to finish his work. Do you not say, 'Four months more and then the harvest? I tell you, open your eyes and look at the fields! They are ripe for harvest.' Even now the reaper draws his wages, even now he harvests the crop for eternal life, so that the sower and the reaper may be glad together. Thus the saying 'One sows and another reaps' is true. I sent you to reap what you have not worked

*36 Greek he *37 Some interpreters end the quotation after verse 36. *38 Or do not use dishes; Samaritans have used *39 Or Messiah

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.



11

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 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.



12



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