



**Edith
Stein**
Catholic
Academy
Trust

Strategic Plan

2021– 2023



Contents

Our Vision

The Trust aims to enhance the learning and experience of all our students and their communities so they may achieve their full potential in the service of Christ and ultimately share in God's everlasting joy.

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Introduction



Corpus Christi Catholic Primary School

“We live our lives like Jesus”

Oaklands Catholic School

Community: No one gets left behind
Unity : United by the Cross
Opportunity: Potential for greatness

Mission of the Trust

The Trust is committed to providing a high quality and distinctly Catholic education, with Christ and the teachings of the Catholic Church central to all that it does.

Introduction

ESCAT is ambitious in its aims; both schools are drawn together through their Catholic mission. Directors want them to reap the full benefits of collaboration and sharing of best proven practice. The Trust believes that its schools should be distinctive and rooted within their parish and local communities. Directors intend to maintain the distinctive nature of each of the schools, recognising the communities they serve whilst sharing recognised good practice across the board to build an established Trust of excellence.

Our strategy is underpinned by a set of common values and beliefs that find their genesis in the Gospels.

Strategic Planning

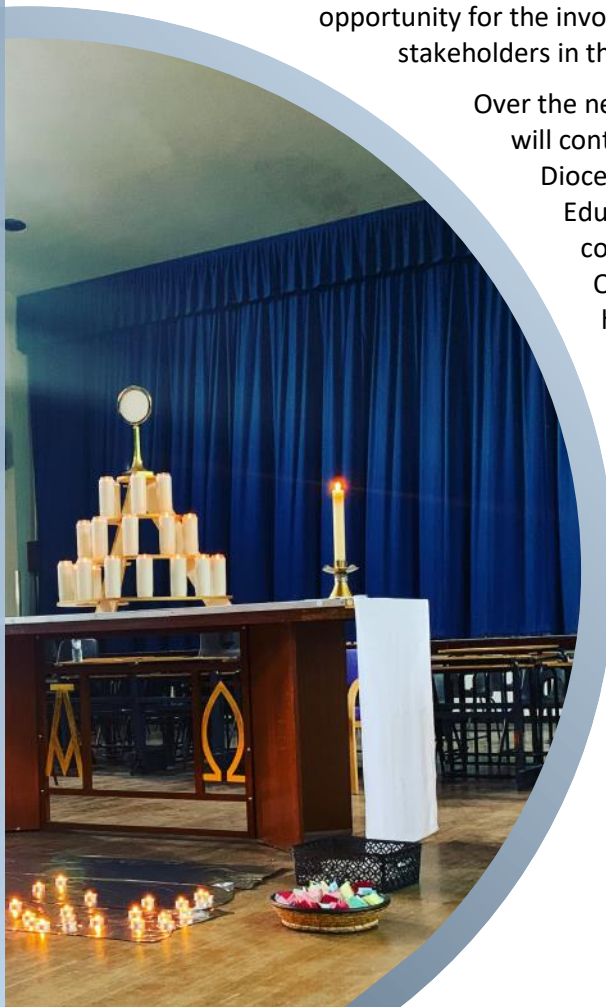
Up until 31st March 2021, the ESCAT strategic plan centred exclusively on the work of Oaklands Catholic School. The expansion of the Trust, with the Diocese’s development of its own Strategic Plan for Education, has led to the development of a revised strategy document to cover the period September 2021 through to September 2023.

This Strategic Plan sets out the route for the development of the Trust to ensure that both schools are effectively supported.

The ESCAT Board acknowledges the need to show flexibility and resourcefulness and is prepared to diverge from its Strategic Plan if that is considered to be in the best interests of the schools.

For this reason the strategy will be reviewed in August 2022 and providing an opportunity for the involvement of a wider group of stakeholders in the process.

Over the next two years our narrative will continue to be shaped by the Diocesan Strategic Plan for Education. Directors are also cognisant of the fact that both Oaklands and Corpus Christi have come together mid-phase with development plans already in place.



Strategic Objectives



Trust Strategic Objectives

1. *Through our Catholic faith, promote the academic, spiritual, emotional and social growth of the individual child and young person.*

 - Provide a Catholic Christian education for all students in our schools, creating better citizens now and for the future by nurturing reflective, caring individuals who have a clear moral compass, derived from Gospel values and virtues.
 - Demonstrate the highest possible standards and aspirations for our children to prepare them for the future.
 - Nurture strong and positive relationships between the parish and school communities that are enjoyed by all.
 - All our schools to be at least 'Good', characterised by the Catholic School Inspection Framework (Section 48).
2. *All schools in ESCAT secure good or better outcomes for students by providing the very best teaching, in order to promote and provide high quality learning.*

 - Deliver academic results that put both schools on a trajectory to be in the top 10% of schools nationally for progress with all significant groups (including disadvantaged pupils and SEND) in the top 25%.
 - Ensure all students have access to an ambitious curriculum where they experience the full wonder of the world God created.
 - The position of the schools to be rated as at least 'Good' by 2022, characterised by the Ofsted Education Inspection Framework.
 - Ensure that systems are in place to develop inspirational teachers that foster aspirational teaching and learning.
3. *Ensure financial stability through strategic planning with regularity, propriety and compliance so that our stewardship of resources provides the best possible experience for school communities.*

 - Operate an effective financial strategy ensuring long term viability, the ability to invest in current resources (staffing and physical) and the ability to provide support to a future school joining the Trust.
 - Further development of the common services platform through building capacity in advance and future proofing our centralised function/services.
 - Provide learning environments which reflect the dignity of the individual and each other that facilitate the delivery of a modern curriculum.
 - In the spirit of Laudato Si', all of our staff and young people to become responsible stewards of God's creation.





Trust Strategic Objectives

4. *Provide the best possible training and development opportunities to our staff.*
 - Ensure calibre leadership at all levels in ESCAT through development programmes that are aligned with our distinctive vision and values.
 - Embed and further develop teacher and support staff CPD programmes that are phase appropriate to further up-skill our staff.
 - Position the Trust as the employer of choice so that we attract and retain the best people.

5. *Develop and embed sustainable, high quality and robust Catholic leadership across ESCAT and its schools.*
 - Ensure Directors and Governors have the required skills to contribute to the strategic direction of the schools, ensuring clarity of vision and ethos.
 - Strategically develop efficient and effective systems and processes at all levels within ESCAT to support, monitor and challenge the Leadership Teams in each school.
 - Seek out and replicate excellent practice in leadership, developing collaboration to stimulate innovative approaches, share best practice and coordinate focused professional development.
 - Provide development opportunities for leaders at the different stages of their career so that we can nurture a sustainable Catholic leadership model across the ESCAT.



ESCAT Beliefs and Values

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We believe that the essential nature of schools in ESCAT is one where education and formation occurs for all, in Christ. Therefore, the transmission of Gospel values is integral to the distinctiveness of our school communities.

ESCAT schools strive to live as Catholic Christian communities. Our students from pre-school to Year 13 are formed in their faith to recognise and fulfil their potential in the service of Christ and educated to become disciples who inherit the mission to transform society into a more just and loving place.

1. The Gospel values of faith and integrity, dignity and compassion, humility and gentleness, truth and justice, forgiveness and mercy, purity and holiness, tolerance and peace, service and sacrifice, respect and responsibility are nurtured and integrated into our work.
2. We value the family's responsibility as primary educators of our students, and the warmth, intimacy and inclusivity that the family community provides. This is of such importance as we strive to create a climate within our school communities that reproduces this, particularly in the promotion of a common spirit of trust and solidarity.
3. We value the willingness that exists between teachers, parents, carers, students and clergy, together with parents, governors and directors as they work together as a community for common good of individual schools and the Trust.
4. We believe the truth of Jesus Christ compels us to proclaim the gospels in service, actions and words and within the wider community. In this way our schools contribute to the "divine mission of helping all to arrive at the fullness of Christian life."
5. We value the importance of inclusivity and diversity. Although our communities have a distinctive Catholic character they remain inclusive, embracing within it the diversity found within society as a whole. Those who are not Catholic are fully part of the ESCAT community and are greatly treasured.
6. We value the opportunity that our schools provide for every student to achieve their full potential through high quality education and academic success. We recognise that we have a particular responsibility to the poor and disadvantaged within our schools and the wider community.
7. We value the sanctity of the individual and promotion of "the formation of the whole person".
8. We value the importance of providing for students an environment where they can develop their unique God-given gifts and feel lovable, loved, capable and valued members of the community. This is relevant for all students but particularly for those students who most need to experience God's love.

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