

Edith Stein Catholic Academy Trust



Strategy Document
2022-2025



Introduction

The Edith Stein Catholic Academy Trust (ESCAT) is ambitious in its aims; the schools in the Trust are drawn together through their Catholic mission. Directors want them to reap the full benefits of collaboration and sharing of best proven practice.

The Directors believe that schools in the Trust 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.

The pupils studying in our schools are entitled to the best opportunities we are able to give them at every stage, from early years to their transition into employment or higher education.

Our schools must provide a good quality education to all their pupils, which places the knowledge and love of Christ at the centre of all. The responsibility of the schools within the Trust is, first and foremost, to *“help all its pupils to become saints”*.

Our duty is to prepare our pupils for adulthood, through an ever deepening and transformative relationship with Jesus Christ, that they may discern their true vocation and grow in holiness.

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

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

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

We expected our narrative to be shaped by the Diocesan Schools Education Strategy and that having brought Oaklands and Corpus Christi together mid-phase, we would require a mid-period review to align the two school’s individual development plans.

It was intended to review the Strategic Plan in August 2022, this process commenced sooner in May 2022, and presents a welcome opportunity to involve the wider group of stakeholders across the Edith Stein Partnership of schools.

This revised Strategic Plan has been reviewed against an updated Diocesan Schools Education Strategy (2021-2026) and sets out to establish the pathway for further development of the Trust and to ensure that the schools are effectively supported throughout the period from September 2022 through to September 2025.

July 2022

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Our Mission

ESCAT is committed to providing the highest quality Catholic education; embracing all within our community and bringing them closer to, and living their lives like, Jesus Christ while enabling everyone to fulfil their potential.

Our Vision

Inspired by the example of Edith Stein, we are a family of Catholic schools loving, learning and living together for the common good of our children, families and communities. Our schools embody the mission of the Catholic Diocese of Portsmouth and have the wellbeing of our children and staff at the heart of all we do.

We are equal partners with a shared calling to ensure our children grow through a Christ-centred education in a safe and nurturing environment, providing them with the knowledge, skills and spiritual development to fulfil their potential and become disciples who make a positive contribution to their world.



*“The entire educational process
must be carried out with love.”*

Edith Stein

Strategic Aims and Objectives

THEME A - CATHOLIC LIFE AND MISSION

Aim: *Through our faith, promote academic, spiritual, emotional and social growth.*

Objectives:

- A1** Provide a Catholic Christian education for all pupils 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.
- A2** Through high quality prayer and worship, develop personal relationships with God.
- A3** Provide formation for staff and Governors in all schools to enable them to understand and fulfil their respective roles.
- A4** Nurture strong and positive relationships between the families, the school communities and the parish that are enjoyed by all.

This will be assessed through the annual update of the schools' self evaluations based on the Catholic School Inspection Framework (Section 48).



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Strategic Aims and Objectives

THEME B - ACHIEVING POTENTIAL

Aim: *Ensure the very best teaching and highest quality learning; demonstrating the highest possible standards, to prepare our pupils for the future and deliver the very best possible outcomes for each individual.*

Objectives:

- B1** Ensure ambitious curriculums where each individual experiences the full wonder of the world God created.
- B2** Ensure systems are in place to:
- ◆ Support and promote the wellbeing of all in our schools.
 - ◆ Facilitate training and development for staff to enable inspirational teaching and learning.
- B3** Ensure that academic results meet the challenging targets set by individual Local Governing Bodies, based on the context of each school.

This will be assessed through the annual update of the schools' self-evaluations based on the Ofsted Inspection Framework.

THEME C - OUTWARD LOOKING SERVANTS

Aim: *Ensure that all involved in the life of the school can become 21st Century Christians who can make a positive contribution to their community, wider society, and the Church and are able to articulate the core principles of Catholic Social Teaching.*

Objectives:

- C1** Our schools are to be welcoming places that enable all to engage with the Catholic life and ethos of the school.
- C2** Provide opportunities to those who do not yet know Christ to come to know him.
- C3** Develop greater awareness of the principles of Catholic Social Teaching as defined by CAFOD and how they impact on how we live our lives.
- C4** Enable staff and pupils to grow in virtue and in their concern for social justice and help them to act responsibly with a social conscience.

This will be assessed through the annual update of the schools' self-evaluations based on the Catholic School Inspection Framework (Section 48) and other external matrices.

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Strategic Aims and Objectives

THEME D - STEWARDSHIP OF THE ENVIRONMENT

Aim: *In the spirit of Laudato Si', all of our staff and pupils to become responsible stewards of God's creation.*

Objectives:

D1 Our schools will be ethical in their procurement, use of resources and care of the environment. We shall adopt green and sustainability initiatives where appropriate to help meet the challenges of Government targets relating to the environment, and our people will become advocates for change.

D2 Our schools will raise awareness of the seven principles of Laudato Si' and how it impacts in our lives:



- ◆ Response to the cry of the Earth;
- ◆ Response to the cry of the poor;
- ◆ Ecological economics;
- ◆ Adoption of simple lifestyles;
- ◆ Ecological education;
- ◆ Ecological spirituality;
- ◆ Emphasis on community involvement and participatory action.

D3 Consistent with the objectives at D2, we shall ensure our infrastructure is maintained to a high standard and take opportunities to improve facilities and, where appropriate, share resources across the Trust.

This will be assessed by the criteria of the Eco Green Flag Award and Oscar Romero Awards.

A photograph of two young boys in school uniforms sitting at a table. The boy in the foreground is focused on a white LEGO Technic plate, while the boy in the background smiles. The table is covered with various colorful toys, including a red die, blue cards, and yellow and blue blocks. The background features a blue wall with colorful posters.

Our Values

Our pupils from pre-school to Year 13 are formed in their faith to recognise and fulfil their potential in the service of Christ. We educated our pupils to become disciples who inherit the mission to transform society into a more just and loving place.

Strategic Aims and Objectives

THEME E - SECURING THE FUTURE OF OUR SCHOOLS

Aim: *Ensure the Trust employs high calibre people; manages finances through effective and efficient stewardship and maintains the infrastructure to enhance the learning environment and reputation of our schools.*

Objectives:

E1 Our Community

- E1.1 Collaborate with the Diocese on its vision for future Catholic schools provision in our area.
- E1.2 Promote our relationships with partner schools and other external organisations to ensure our schools are at the heart of the community to establish an effective model for education and new evangelisation in our area.

E2 Our People

- E2.1 Recruit, develop and retain high quality people who are committed to the mission of the Trust, the Church and Christ-centred education.
- E2.2 Invest in our people to identify and grow future leaders in Catholic schools.
- E2.3 Develop efficient and effective systems and processes at all levels that support, monitor and challenge leadership teams.
- E2.4 Share best practice and coordinate focused professional development.
- E2.5 Position the Trust as the employer of choice so that we attract and retain the best people.

E3 Our Resources

- E3.1 Ensure financial stability of each of our schools through strategic planning with regularity, propriety and compliance so that our stewardship of resources provides the best possible experience for our school communities.
- E3.2 Operate an effective financial strategy ensuring long term viability, the ability to invest in current resources and the ability to provide support to our schools.
- E3.3 Further development of the common services platform, providing value for money, building capacity and future proofing centralised services.
- E3.4 Actively pursue external funding to maintain and enhance the learning environment to facilitate the delivery of the curriculum.

This will be assessed through the annual update of the schools' self-evaluations based on the Ofsted Inspection Framework; internal and external scrutiny and good, critical governance.

Our Values

We value the importance of providing for pupils an environment where they can develop their unique God given gifts and feel lovable, loved, capable and valued members of the community.



ESCAT Beliefs and Values

We believe that the essential nature of schools in ESCAT is one where education and formation occur 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 pupils 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.

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.

We value the family's responsibility as primary educators of our pupils, and the warmth, intimacy and inclusivity that the family community provides. This is of such importance that 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.

We value the willingness that exists between teachers, parents, carers, pupils and clergy, together with parents, Governors and directors as they work together as a community for common good of individual schools and the Trust.

We believe the truth of Jesus Christ compels us to proclaim the gospels in service, actions and words 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".

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.

We value the opportunity that our schools provide for every pupil 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.

We value the sanctity of the individual and promotion of "the formation of the whole person".

We value the importance of providing for pupils 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 pupils but particularly for those pupils who most need to experience God's love.

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