



**St Ralph  
Sherwin**  
Catholic Multi Academy Trust

## Trust Strategic Improvement Plan 2021-2024

### Introduction from CEO and Chair of Trust

This September we enter our fourth year as one Trust family with exciting plans ahead which will build on the great work of our first three years as we continually challenge ourselves to improve.

The unique God given talents each person brings to their role, as a member of staff, governor or other volunteer, is what makes our Trust a special place to learn and work within. But we are not complacent and continuing professional development for all remains a key priority for investment during this coming year. Supporting everyone to play their part in providing the highest quality of Catholic education for every child and young person in our care remains a priority for us.

We have learnt so much from the challenging, world-wide events of the past eighteen months about ourselves and our organisation. Pulling together as one community, supporting each other, learning so much more than we might ever have expected about remote meeting technology, and doing all this at a fast pace while also supporting our pupils and their families. It is a significant achievement. We feel proud to be part of such an amazing community of committed and caring people.

In 2018 we created our first Trust Strategic Plan with input from Headteachers and Chairs of Local Governing Bodies at our Visioning Day in March that year. Each year since we have reviewed and updated the plan with their input as well as contributions from other key stakeholders. This year their contributions, along with our reflections on world-wide issues have, once again, informed discussions and the shape of our Trust Strategic Plan has evolved as a result.

Each year as a Trust we have an overarching theme which for year four is *"Growing stronger together in faith within our global community"*. We look forward to seeing this theme come to life in the year ahead through our Sustainability Working Group and other activities.

As CEO and Chair, we are excited about the journey the Trust is on and are dedicated to preserving and developing Catholic education in the area served by our Trust. We look forward to seeing our organisation continue to grow and adapt, transforming each of us every day and guided by the Catholic principles upon which our academies and Trust are founded.

It is a privilege to be on this journey with you all.

**Sean McClafferty**                      **Jacqueline Rodden**  
CEO    Chair  
St Ralph Sherwin Catholic Multi Academy Trust

September 2021



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## Our Vision

*We are a Catholic family of schools, working as one, transforming every individual, their family and our Trust community through the building of God's Kingdom, caring for our environment, **today rather than tomorrow.***

## Our Mission

*'Inspired by the life, message and example of Jesus Christ'*

## Our Core Values

- Community** being and building a Catholic family of schools working alongside the parents, parishes and local communities we serve
- Aspiration** enabling the transformation of every pupil, employee and volunteer, across our Trust family so that all can be their best and do their best to transform our world for the benefit of all
- Renewal** building God's Kingdom here on earth every day in all that we do and say
- Encounter** encountering Jesus and helping all to grow in their relationship with him, today rather than tomorrow

## Our Academies

### Primary

- |                                  |                               |
|----------------------------------|-------------------------------|
| All Saints' CVA, Glossop *       | St John Fisher CVA, Derby     |
| Christ the King CVA, Alfreton    | St Joseph's CVA, Derby        |
| English Martyrs' CVA, Long Eaton | St Joseph's CVA, Matlock      |
| Holy Rosary CVA, Burton          | St Margaret's CVA, Gamesley * |
| St Alban's CVA, Derby            | St Mary's CVA, Derby          |
| St Anne's CVA, Buxton            | St Mary's CVA, Glossop        |
| St Charles' CVA, Hadfield        | St Mary's CVA, Marple Bridge  |
| St Edward's CA, Swadlincote      | St Mary's CVA, New Mills      |
| St Elizabeth's CVA, Belper       | St Thomas' CVA, Ilkeston      |
| St George's CVA, Derby           | The Priory CVA, Eastwood      |

\* Federation of All Saints and St Margaret's

### Secondary

- Blessed Robert Sutton CVA, Burton
- Saint Benedict CVA, Derby
- Saint John Houghton CVA, Ilkeston
- St Philip Howard CVA, Glossop
- St Thomas More CVA, Buxton



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## Our Vision for Spiritual and Faith Formation

Catholic Schools play an important part in the Church's mission of bringing the Gospel to all people and as a Catholic Multi Academy Trust we play an active part in ensuring the Diocese of Nottingham's pastoral priority for children and young people is achieved within all our schools.

This priority is:

***'To enable young people to discover their personal relationship with the Lord, an openness to the guidance of the Holy Spirit and their role within the life of their parish or chaplaincy.'***

We support all pupils and staff along their journey of faith from Encounter to Discipleship and then to Missionary Discipleship:

- We will seek to provide opportunities for all to encounter God's unconditional love for them, revealed to us in the life, death, and resurrection of Jesus Christ to free us from our sins.
- We will encourage each person to respond to this life changing love by helping them to form a personal relationship with the Lord and His Church, becoming disciples who seek to follow Christ more dearly each day.
- We will encourage everyone who responds to the call of discipleship to have an openness to the inspiration and guidance of God's Holy Spirit in their lives, so that they will wish to share with others the difference that knowing God makes to their lives.

We recognise that all people are created in the image and likeness of God and are called into the eternal communion of love between the Father, the Son and the Holy Spirit.

## Strategic Aim 1: Our Faith

**A faith filled, outward looking, Catholic community promoting the spiritual, emotional, social and academic growth of the individual child and young person, transforming lives for the benefit of all**

### Priorities

1. To ensure that the Catholic ethos of the Trust permeates all that we do
2. To help all pupils and staff to understand and engage with our Catholic ethos
3. To provide opportunities for all to deepen their faith and Christ's call for them in their lives
4. To ensure that all communications reflect our Catholic ethos both externally and internally
5. To improve diversity and inclusion of our staff, pupils and volunteers, valuing each as the unique person they are, created in the image and likeness of God
6. To ensure all academies are well prepared for their DCI (Diocesan Canonical Inspection)



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## Strategic Aim 2: Our People

**A comprehensive, coordinated, developmental and sustainable approach allowing all employees and volunteers to flourish and feel valued for the important role each person plays in our Trust.**

### Priorities

1. To ensure that robust safeguarding systems permeate all that we do
2. To ensure that staff and pupil well-being informs decisions about how we work and grow
3. To ensure the continued professional and career development of all our employees
4. To ensure we have a supply of Catholic leaders ready to take up designated roles with the Trust
5. To ensure effective leadership and governance in the Trust Board, Local Governing Bodies, Executive Team and within each academy
6. To ensure a collaborative, challenging and professional environment in which all can thrive

## Strategic Aim 3: Our Organisation

**An efficient and effective organisation design with robust processes to ensure resources are deployed to good effect for the benefit of the children and young people in our care**

### Priorities

1. To ensure that a Trust-wide policy structure is in place which supports the aims of the Trust as well as ensuring compliance with regulatory requirements
2. To ensure all decisions are well informed and taken at the appropriate level and in accordance with the scheme of delegation
3. To secure high quality teaching and learning, employing innovative methods and leading broader thinking about learning and curriculum through a research driven approach
4. To deliver a strong financial plan that secures a sustainable future
5. To ensure our physical environment has high impact on our pupils and low impact on our environment
6. To ensure the Trust digital infrastructure enables staff and pupils to work efficiently, safely, innovatively and creatively
7. To establish a self-sustaining, system-led, collaborative approach to improvement that enables rapid improvement where required

## Strategic Aim 4: Our World

**A community where everyone is conscious of our contribution to and impact on the world and the positive differences we can make by engaging in meaningful ways with others outside the Trust**

### Priorities

1. To ensure strong links between every school and their parish
2. To ensure strong links and relationships with our parents and school communities
3. To enable schools to participate in the wider life of the Trust and the Diocese, contributing to the success of Diocesan-wide faith development for young people
4. To build effective links to outstanding providers outside of the Trust to support continuous improvement and sharing what works well for us with others
5. To ensure that all activities of the Trust reduce the negative impact we are having on our environment and improve sustainability