Plymouth CAST



Strategic Goals 2026/27 – 2031/32

Vision

One Trust. One Family. One Mission



We will 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.

Our 6 Strategic Goals

Strategic Goal 1
Strengthen Catholic Identity, Mission and Formation

By 2032 we aim to:

- Deepen the distinctive Catholic character of every school.
- Strengthen chaplaincy, prayer and spiritual formation.
- Develop future Catholic leaders in education.
- Embed Catholic Social Teaching throughout school life.
- Increase opportunities for pupil leadership and service.
- Strengthen partnerships with parishes and diocesan communities

Strategic Goal 2
Deliver Exceptional Educational Excellence and Outcomes

By 2032 we aim to:

- Secure consistently strong outcomes across all schools.
- Eliminate areas of underperformance across the Trust.
- Deliver an ambitious, knowledge-rich and broad curricula.
- Strengthen teaching through evidence-informed practice.
- Improve outcomes for disadvantaged pupils.
- Develop confident, resilient and aspirational young people who know their place in the world and know they belong

Strategic Goal 3
Create an Inclusive Trust Where Every Child Flourishes

By 2032 we aim to:

- Become a recognised leader in inclusive education.
- Strengthen SEND provision across all schools.
- Reduce persistent absence.
- Reduce suspensions and exclusions.
- Improve support for mental health and wellbeing.
- Develop consistent Trust-wide approaches to inclusion and attendance.
- Strengthen early intervention and family support.
- Maintain a Safeguarding culture fully embedded and embraced by all.
- Provide a safe and happy learning environment for all pupils.

Our 6 Strategic Goals

Strategic Goal 4
Build a High-Performing Workforce and Leadership Pathway

By 2032 we aim to:

- Become an employer of choice across the South West.
- Develop a comprehensive talent management strategy.
- Strengthen recruitment and retention.
- Develop leadership pathways at every level within and between Trust and schools.
- Invest in professional development and collaborative learning.
- Support all staff wellbeing and workload reduction.
- Strengthen succession planning across the Trust.

Strategic Goal 5
Deliver Sustainability Through Responsible Stewardship

By 2032 we aim to:

- Secure long-term financial resilience.
- Ensure all schools operate within sustainable financial parameters.
- Develop equitable funding models across the Trust.
- Protect educational provision through careful school organisation planning.
- Maximise value for money through trust-wide collaboration.
- Ensure resources are deployed according to need and impact.
- Strengthen stewardship of people, buildings and resources.
- Maintain school premises to a standard suitable for the delivery of the curriculum.
- Ensure effective governance at all levels.
- Use the curriculum to embed Laudato Si.

Strategic Goal 6
Lead Place-Based Improvement and Community Impact

By 2032 we aim to:

- Become a trusted partner in place-based improvement and community initiatives.
- Strengthen partnerships with Diocese, local authorities, trusts, and universities.
- Support wider educational improvement beyond our own schools.
- Collaborate to improve SEND, attendance and safeguarding outcomes.
- Contribute positively to community wellbeing and social mobility.
- Develop a measurable social impact framework.
- Strengthen our role as a civic anchor institution across the region.

Strategic Enablers

- **Faith -** Keeping Christ at the centre of all that we do.
- **People -** Investing in our staff, leaders, governors and communities
- **Culture -** Building a strong "One Trust, One Family" culture.
- **Stewardship -** Using resources wisely and sustainably.
- **Partnership -** Working collaboratively for the Common Good.

Our Ambition



Every child and staff member known.
Every child and staff member valued.
Every child and staff member flourishing.

Through faith, excellence and service, Plymouth CAST will continue to build a sustainable, inclusive and high-performing family of Catholic schools that transforms lives and strengthens communities across the South West.

The six goals provide a clear "golden thread" from the Catholic mission through educational outcomes and inclusion into people, sustainability, and civic leadership.



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.