



A Vision for Excellence

Thank you to the parents who took part in the Vision & Values consultation exercise for CAST earlier in the term. Our Chief Executive Officer, Raymond Friel, has looked at all of the responses and drafted a document to reflect the feeling of those who replied to the consultation. That paper was presented to the board of directors who have agreed that it is a true representation of what should be

The vision, values and principles of Plymouth CAST.

The whole document is available on the school website under the 'About Us' and 'Our Catholic Community' tabs. I will attempt to summarise some of the relevant parts for you.

Mission Statement

“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.”

Vision Statement

The Vision Statement is a little longer. It mentions, “the highest standards of academic achievement,”; our young people being “agents of change,”; a commitment to support the disadvantaged; developing a culture of high expectation and aspiration. Perhaps most tellingly it reminds us of Pope Francis’s call to us to, “live wisely, think deeply and love generously.”

Culture

The document talks about the culture we will develop. That will be a culture of

- aspiration and excellence as the norm
- welcome, especially for non-catholic colleagues and pupils
- child-centred culture - what is best for them ?
- high challenge / low threat based on respect and a commitment to continuous improvement
- vigilance where safeguarding and health & safety are seen as everyone’s responsibility
- no-excuses culture- where no cohort, family or pupil is left behind
- restless self-evaluation – how can we do better ?
- high standards of behaviour
- support for adults – recognising when there is pressure on staff, with a focus on staff well-being
- faith – where everyone has ‘permission’ to pray and grow spiritually

Above all a loving culture

Drivers

There will be four 'driving forces' which will drive us towards the desired culture.

1. Learning – Learning will be at the heart of what we do, especially the learning which takes place in our classrooms every day.
2. Leadership – Excellent leadership is the key to deliver the quality of education we want for our pupils.
3. Collaboration – Collaboration and school to school support is key to improving outcomes and achieving viability.
4. Systems – We will only be able to achieve our aspiration for excellence when our work is underpinned and supported by excellent systems.

Values

Our values will be based on the Gospel Values of :

- Humility
- Compassion
- Kindness
- Justice
- Forgiveness
- Integrity
- Peace
- Courage

Principles

- Dignity of the individual
- Preferential option for the most vulnerable
- High Standards
- Accountability
- Good Stewardship
- Unity
- Alignment
- Objectivity
- Openness
- Integrity

End Result

When this vision becomes a reality, our pupils will leave us with:

- a sense of their dignity and worth as a person loved by God
- a sense that creation is God-given and good and we have a duty of care towards our common home
- the best academic qualifications they were capable of achieving to allow them to flourish in adult life
- a sense of service to the world, especially to the disadvantaged
- a sense that they are gifted and called to a vocation of service in life
- happy memories of their time in school, especially of how adults made them feel – a sense of belonging

“Live wisely, think deeply and love generously.”

These 'vision, values and principles of Plymouth CAST' are designed to work in conjunction with St Joseph's individual Mission Statement based around our motto of Love Jesus, Love Learning, Love Life. We think they fit well together and look forward to this next stage in our journey as a Multi Academy Trust.