

## **Bosco Catholic Education Trust... the first 2 years.**

**By September 2019 the Directors, the Headteachers and the Chairs of Governors are in agreement that we want and intend to achieve the following.....**

### **Staffing**

- We are fully staffed in all schools
- CPD is centrally co-ordinated
- If accredited, we use our Teaching School status to recruit high quality trainee teachers
- We are the “go to” place to work for Catholics
- There is a succession plan in place for Headteachers
- We have a centralised team of staff who provide value for money
- We will make best use of support staff in our schools
- There is a proactive system of recruitment for all our schools
- We will provide performance management and career progression for teachers and support staff

### **Standards**

- All schools are striving for excellence
- All schools are at least good in Ofsted terms and aiming for outstanding
- Achievement and progress meet the criteria for good/outstanding in all schools
- There is a seamless system of transfer and access to data across the MAT
- There will be a scheme of delegation that allows effective intervention if standards fall below agreed expectation
- We will have uniform moderation of standards across all schools
- We will ensure that academic standards are matched by providing a culturally rich educational experience supporting the growth of every child
- Schools all work together to share expertise to raise standards
- There is outstanding pastoral care in all our schools

### **Buildings**

- The work identified by the condition survey has been completed
- There is a capital development plan in place for the MAT
- There is a regular maintenance programme in place that is organised centrally
- There is a strategic property plan in place in conjunction with the diocese
- We have successfully bid for capital funds
- We will have a pool of preferred suppliers and contractors
- We will ensure priority building work is completed asap
- We will have consistent health and safety practice across our schools
- We will look for opportunities to use our buildings as a source of revenue

### **Centralised services**

- There are a common set of policies across all schools
- All schools are supported in budget development
- There is central procurement for as many services as possible e.g. IT, Audit, risk assessment, statutory testing
- We have bid for all pots of money available
- As many services as possible are organised centrally e.g. Recruitment, HR, aspects of SEN, legal, payroll, grounds maintenance etc
- Data is collected and monitored centrally with all schools using the same system
- School to school support is co-ordinated centrally
- Heads' performance management is carried out by CEO in conjunction with governors

### **Finance**

- We have sound reserves
- All schools are able to set and keep to budget
- There is a 3 year financial plan for the MAT
- No school is in deficit
- There is a costed development plan for all schools
- We have been successful in our capital bids
- There are transparent processes in which the heads and governors have confidence
- We achieve a clean audit
- There are clear economies of scale through central purchasing
- All schools have an in-year balance
- Heads' and governors' feedback indicates that the central services provide value for money
- We will have a robust overview of all schools and act early to prevent any school having financial difficulties
- We will ensure that our MAT is driven by our vision and not by financial restrictions

### **Catholic Ethos**

- Everything we do is based on gospel values
- All our schools are full
- All our schools are good or outstanding in Section 48
- All our Heads, Deputies and Chairs of Governors are practising Catholics
- There is chaplaincy support in all our schools
- We will have good links with our parishes
- We will have strong links with the wider community
- We will provide training opportunities that support the Catholic life of the school
- We will identify and develop Catholic staff, leaders and governors so that each school can maintain a vibrant Catholic life

## **External Relations**

- We continue to enjoy good relationships with the Diocesan Education Service, the Diocesan Trustees and Bishop Richard
- We maintain our good working relationships with the LA, the local community, the parishes and other deanery schools
- We have permanent directors who have the full skill set needed
- We have successfully bid for funds
- We have procured a range of goods and services locally
- We have found ways to generate income
- We have supported schools in difficulty
- We have used our expertise to help other MATs and diocesan schools
- We are recognised as a centre of excellence for community outreach

**On behalf of Bosco Catholic Education Trust - April 2017**