

## Trust Strategic Objectives (SO) 2024/2025

1. Deliver ever better School Improvement initiatives via the 24/25 Trust Development Plan's ambitious programme of educational cross-school collaboration. (led by the Primary School Improvement Exec. and Heads, supported by Local Governing Bodies)
2. Caring for Creation; effective environmental stewardship in every school, based on the example of St Francis (this will be included within the TDP, but also in our Trust Policies and Practices re procurement and contracting). (led by the Primary School Improvement Exec. and Heads, supported by Local Governing Bodies)
3. To grow by welcoming St. Paul's into the Trust, and by continued active engagement with the Director of Education at RCDOE and the Bishop's strategy for Diocesan-wide Academisation. (led by the CEO, supported by Diocesan Academisation Officer)
4. To support the Interim Leadership at St. Joseph's and St. Mary's in Bishop's Stortford, and recruit substantive Headteachers for those posts during 2024/25 (led by the CEO, Directors and Local Governing Bodies); to support the new Executive Head role across St Cross and St Augustine's. (led by the PSIEH and Local Governing Bodies)
5. To use the new Government-approved employment flexibilities to create a unique flexible working package to encourage the best recruitment and retention. (led by the PSIEH, CEO and Headteachers)
6. To participate in and contribute to St. Mary's University system-wide research and collaboration on the distinctiveness of Catholic Trusts. (led by the CEO)
7. To successfully install five new Central Team posts (Exec Assistant/Governance Professional; HR; deputy CFO; Chaplain 0.5fte and SEND Director 0.2fte) to provide increasing levels of service to schools through aligning the central team work with the DfE's Trust Quality Descriptors. (led by the Executive – CEO, CFO and PSIEH)
8. Realise ever-increasing savings, identify and win new funding-streams, and secure more efficient HR processes through the capacity brought by the new dCFO and our experienced CFO. (led by the CFO)
9. Deliver more effective communication to 'tell our story'; building confidence across the Trust and beyond. (led by the CEO)
10. To use the CEO's commencing work as an OFSTED Inspector to help schools prepare for the new Framework of Inspection launching September 2025. (led by Headteachers and CEO)