



St Francis of Assisi  
CATHOLIC ACADEMY TRUST

*The very best Catholic education now and for generations to come*

**Trust Development Plan 2024-25**

**Version 6 (11<sup>th</sup> July 2024)**

**Aims:**

1. To develop the Catholic Life across the Trust and improve outcomes for children in RE.
2. To develop opportunities to reflect and incorporate RJED across the curriculum.
3. To raise pupil outcomes in science and developing subject leader expertise.
4. To improve outcomes for all children through a Trust focus on Oracy.
5. Trust-wide CPD opportunities to enhance staff professional development.
6. To develop sustainability leadership through a Trust-wide commitment to climate change.

Aim 1	Budget/Resources	Success Criteria	Outcome
1.1 Catholic Life and Mission	Transport (x3 events) £3,000 Badges and trophies £500	<ul style="list-style-type: none"><li>• To embed the Caritas 'Rooted in Love' Primary School Programme through termly Trust wide pupil engagement;</li><li>• Secondary focus – to introduce KS4 PSHE Drop Down enrichment days – utilising 6 titles from Caritas programme;</li><li>• Effective Catholic Social Teaching across all schools through successful Diocesan Adviser visits;</li><li>• Whole-school school displays and monitoring summarised in termly Headteacher Reports;</li><li>• Chaplaincy Lead to work with all schools to support delivery of Caritas programme; leading assemblies and annual retreat and supporting Chaplaincy Teams;</li></ul>	<p><b>A.</b> A whole school display on rooted in love in every school, which will include pupil voice.</p> <p><b>B.</b> Chaplaincy Trust Lead support each Chaplaincy Team with a liturgy (1 per year, summer term) based upon the 'Rooted in Love' Programme.</p> <p><b>C.</b> Chaplaincy Trust Lead to co-ordinate and lead annual Trust Chaplaincy Retreat (spring term).</p> <p><b>D.</b> Chaplaincy Trust Lead to meet with each Chaplaincy Team once a term.</p> <p><b>E.</b> Evidence of impact through end of year Pupil Voice survey.</p>

		<ul style="list-style-type: none"> <li>Children able to articulate the distinctive nature of their Catholic school through pupil voice.</li> </ul>	
<b>1.2 Religious Education</b>	Termly Visits from Diocesan Adviser £1000	<ul style="list-style-type: none"> <li>Termly meetings for RE co-ordinators with a focus on Moderation (cross phase), assessment, receiving Diocesan updates and planning Chaplaincy Team events. Secondary HOD RE to attend and cross-reference Year 6/7;</li> <li>Consistent standards in Religious Education across the Trust through monitoring RE data in termly Headteacher Reports and moderation and benchmarking.</li> </ul>	<p><b>A.</b> Jo Marsh, Diocesan Adviser to lead termly RE Co-ordinator meetings – all RE Leads to receive latest Diocesan updates.</p> <p><b>B.</b> Termly tracking of RE data and moderation of standards.</p> <p><b>C.</b> Termly focus on quality of assessment in RE and in particular KS2/3.</p>
<b>1.3 Section 48 Inspection preparation; Peer Review</b>		<ul style="list-style-type: none"> <li>Formation of cross phase peer review utilising the experience of the Headteachers with Inspection Training, prioritising schools due Section 48 Inspections;</li> <li>Termly visits and report to share good practice; ensure effective challenge and striving for excellence.</li> </ul>	<p><b>A.</b> Every school paired up for direct inspection work. Agreed Action Plan in place and at least 66% complete by May half term.</p> <p><b>B.</b> Termly visit and complete report template to show impact of actions.</p> <p><b>C.</b> Evidence folder review within termly visit.</p>
<b>1.4 Collective Worship</b>	Cost as 1.1 for retreat Prayer book £500	<ul style="list-style-type: none"> <li>Active participation in the Jubilee Year of Prayer through half-termly online primary Chaplaincy Team Liturgies and in person St Francis Feast Day Liturgy (Primary and Secondary);</li> <li>Develop links with local parishes, involving local communities through Chaplaincy (Lent and Trust Charity work);</li> <li>To deliver a Trust wide Carol Service for all 8 school choirs in December 2024.</li> </ul>	<p><b>A.</b> Half-termly online liturgies with all schools (Chaplaincy primary and alternating year group teams at St Marys)</p> <p><b>B.</b> Chaplaincy Teams (including SMCS) attend St Francis Feast Day Liturgy.</p> <p><b>C.</b> Create a Trust Prayer book.</p> <p><b>D.</b> All Trust Schools participate in Trust Carol Service in December 2024.</p> <p><b>E.</b> Trust wide Charity week (spring 2025) Target £5,000.</p>
<b>Aim 2</b>	<b>Budget/Resources</b>	<b>Success Criteria</b>	
<b>2.1 RJED</b>	Speakers £1000 Rachel McFarlane x6 sessions £2700 26th September - Who are your underserved learners and how can you better use data to ensure the inclusion of Underserved Learners?	<ul style="list-style-type: none"> <li>Build and share upon examples of excellent RJED practice across the Trust – by setting up a termly working party to share Action Plans and impact across the curriculum;</li> <li>RJED staff CPD and Pupil Inspirational speaker;</li> <li>Staff and pupils have an understanding and appreciation of cultural heritage;</li> <li>Celebration of cultural heritage days;</li> </ul>	<p><b>A.</b> RJED Leads will meet termly to share action plans, best practice and audit areas in each school. Agreed outcomes and actions set for each session.</p> <p><b>B.</b> All primary schools participating in 6 sessions of training offered by Rachel MacFarlane.</p>

	<p><b>12th November</b> - How to ensure that all learners have a sense of belonging at your school.</p> <p><b>12th December</b> - How to grow the status and sense of self efficacy of Underserved Learners.</p> <p><b>20th January</b> - How to tackle unconscious bias amongst staff about the potential of Underserved Learners.</p> <p><b>4th March</b> - How to develop impactful relationships with Underserved Families.</p> <p><b>1st April</b> - How to develop a culture of equity rather than equality.</p>	<ul style="list-style-type: none"> <li>Set up talk/oracy groups as a result of thinking from HfL sessions.</li> </ul>	<p>Impact of these sessions to be actioned and evident in school and evaluated by RJED leads</p>
<b>Aim 3</b>	<b>Budget/Resources</b>	<b>Success Criteria</b>	
<b>3.1 Science</b>	<p>Science £1000</p> <p>HfL Consultancy £2,000</p>	<ul style="list-style-type: none"> <li>Establish a Science termly Subject Leads Cluster, share Action Plans; shared science resources, including opportunities for a secondary link with St Mary's. Work scrutiny and data analysis;</li> <li>Planning Yr 6 to Yr 7 curriculum to ensure transition;</li> <li>SEND adaptive teaching and incorporating the most-able through enrichment and challenge.</li> </ul>	<p><b>A.</b> Science leads to derive and deliver an action plan to raise standards in science, share good practice and a consistent approach.</p> <p><b>B.</b> Planning transition document from year 6 to 7.</p> <p><b>C.</b> Trust science week (week commencing 4<sup>th</sup> November 2024).</p> <p><b>D.</b> SEND – primary/secondary advice on adaptive teaching in science. SEND Lead to attend Science Leads Cluster and to produce guidance document.</p> <p><b>E.</b> HfL Science consultancy to support with approaches and strategies KS3 teaching and learning.</p>
<b>Aim 4</b>	<b>Budget/Resources</b>	<b>Success Criteria</b>	
<b>4.1 Oracy</b>	<p><b>Voice 21</b> - £16,588 for all Trust Primary schools (initial one year project)</p>	<ul style="list-style-type: none"> <li>Successful Voice21 launch across all primaries. Oracy Champion in each Primary School to liaise with a Voice21 adviser and create an action plan to develop Oracy across each school;</li> </ul>	<p><b>A.</b> All primaries to embark on the Voice21 programme.</p> <p><b>B.</b> All primaries Oracy Champions to drive and deliver the Voice21 programme in their school through an action plan.</p>

		<ul style="list-style-type: none"> <li>Utilise benchmarking resources. Developing staff expertise and raising the profile of Oracy;</li> <li>Develop Oracy Champion expertise in each Primary School;</li> <li>Termly Voice 21 Trust Oracy competition;</li> <li>Secondary – Develop Oracy through curriculum areas. Co-ordinate annual ‘Speak Out Challenge’ involving all Trust schools;</li> <li>Staff CPD on the use of language and the rich use of language in lessons;</li> <li>EYFS focus on communication and language through Early Years Cluster;</li> <li>SEND focus on speech and language with intervention and staff CPD;</li> <li>Children are able to articulate their learning.</li> </ul>	<p><b>C.</b> Trust termly English Leads meetings to evaluate success of Voice21; launch writing competitions and reflect on HfL writing scheme.</p> <p><b>D.</b> Termly Primary and Secondary Oracy Competitions with all Trust schools.</p> <p><b>E.</b> Annual Voice21 Trust impact report.</p> <p><b>F.</b> Annual ‘Speak Out Challenge’ hosted by St Mary’s (summer term).</p> <p><b>G.</b> SEND – primary/secondary advice on adaptive teaching in Oracy, and to produce guidance document.</p>
<b>Aim 5</b>	<b>Budget/Resources</b>	<b>Success Criteria</b>	
5.1 Growing Staff	ECT Programme – costings £2,000 Leadership Programme – costings £2,000	<ul style="list-style-type: none"> <li>New staff and ECTs feeling well supported within the Catholic School setting - half termly ECT CPD programme and Induction;</li> <li>Promote access to Leadership programmes and mentoring programmes and opportunities for secondments to retain outstanding leaders within the Trust;</li> <li>Promoting NPQ staff development – middle management and Senior Leadership – through Headteacher Bulletin and Governor Hub;</li> <li>Retention of strong leaders across the Trust;</li> <li>Liaise with Chartered College of Teaching for teachers to access Chartered Teacher Status.</li> </ul>	<p><b>A.</b> All ECTs will feel supported by the Trust and aware of Trust expectations through an Induction programme of 6 sessions throughout the year;</p> <p><b>B.</b> Aspiring leaders have access to a Trust Leadership Programme of 3 sessions;</p> <p><b>C.</b> CES and Church of England NPQ programme promoted through Headteacher Bulletin and Governor Hub;</p> <p><b>D.</b> Explore obtaining Chartered Teacher Status for every teacher in the Trust, with a decision made by January 2025.</p>
<b>Aim 6</b>	<b>Budget/Resources</b>	<b>Success Criteria</b>	<b>Outcome</b>
6.1	Transport to sharing £1000.00	<ul style="list-style-type: none"> <li>Each school pupil group (Chaplaincy, School Council and/or Eco Group) to complete a short project and present back to each school.</li> <li>Schools decide their project (Travel, Green flag, reduction of plastic etc(to be decided by schools in September)</li> <li>Schools to work on their projects.</li> </ul>	<p><b>A.</b> Every school to share their project in summer term.</p> <p><b>B.</b> Create a trust wide sustainability vision</p> <p><b>C.</b> Every school impacts the trust wide sustainability vision.</p>

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|  |  | <ul style="list-style-type: none"><li>• Sharing with a buddy school termly (in person or on Teams) to share progress and ideas</li><li>• UN style climate conference – sharing – help at St Mary's in June</li></ul> |  |
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**Additional Costings**

- Writing competition prizes £200
- Maths Challenge £500
- Safeguarding Supervision £4500
- IDL £4700
- EYFS Cluster £1680
- Moderation £1059
- St Francis Badges £2000

**Total Approximate Cost of TDP Delivery: £46,427**