CtKCC

Christ the King Catholic Collegiate

Together as one community with Christ at the centre

Strategic Plan 2023–26

Updated Spring 2024

Our Mission

We are a shared community working together in a culture of trust, respect and love, offering wider educational opportunities for children, young people and staff to achieve and excel throughout their educational life.

We are committed to providing distinctive, strong, sustainable Catholic education based on Jesus's words "I have come that they may have life in all its fullness" John 10:10.

We serve our local communities with strong links to our parishes and neighbourhoods as well as working collaboratively with other schools, teaching school alliances, multi academies and local authorities.

Our Aims

To provide an excellent education so that all our children achieve the best outcomes to become the person God meant them to be.

To share knowledge, expertise and resources, and to strengthen and nurture the Catholic life of our schools, and of every individual in our schools in order to protect and preserve Catholic education in this area for future generations.

To support, respect and value all members of our Collegiate and those we meet externally, in keeping with our Catholic identity.

Strategic Plan 2023-26 (updated Spring 2024)

Context

CtKCC was formed in April 2014, founded on the Gospel values of **love**, **faith** and **service to others**. Our family of six schools are based in north Staffordshire and Stoke-on-Trent, and employing 364 staff to educate 2645 children and young people.

- Our Lady and St Werburgh's Catholic Primary School (1 form entry),
- St John Fisher Catholic College, (7 form entry),
- St Mary's Catholic Primary School (2 form entry),
- St Teresa's Catholic Primary School (1½ form entry)
- St Thomas Aquinas Catholic Primary School (1 form entry),
- St Wulstan's Catholic Primary School (2 form entry).

Our schools are situated in areas of high disadvantage, although they have varied cohorts with some schools having higher levels of PP than others. The majority of our schools have very high numbers of EAL. We believe that all of our children and young people have the right to an excellent, exciting and enjoyable education in a positive, disciplined and caring environment. Every child is challenged to be the best person they can be, to reach their full academic potential and to realise their dreams. Our schools offer wider educational opportunities for all our children and young people to achieve and excel throughout their educational life and beyond.

Current situation

Supporting the Catholic Life of our schools is paramount and central to everything we do. We have had three CSI inspections under the new framework, with the most recent occurring in May 2023, and we are awaiting an inspection in a third school. All our schools are currently rate Good or Outstanding in denominational inspections. We are very aware that we need to do all we can to support the formation and professional development of our current and future Catholic Leaders. To this end we have created a bespoke programme of leadership training including access to NPQ qualifications and working with Educarem we support identified staff to complete the Tabor and Christ the Teacher Programmes. Headteachers also have access to the National Retreat and support from a spiritual guide.

Since March 2020 all school have been inspected by Ofsted with the most recent inspection taking place in December 2023. All our primary schools are currently rated Good or better by Ofsted. However, the recent s5 inspection in the secondary school, in December 2023 rate the school RI, with Good for Personal Development and Sixth Form. An action plan has been in place since the Inspection, providing targeted support for the secondary school.

The most recent external attainment and progress data available for our primary schools shows that outcomes are good or better in all areas at KS2 and KS1, although writing a greater depth remain areas of focus. KS5 outcomes in 2022 were not as good as predicted, despite and external post 16 review which was positive and the use of external moderation and targeted support. This means that it remains a focus for the school. Sixth Form provision is shared with two other local Catholic secondary schools, and we continue to work closely together to improve outcomes. KS4 outcomes were disappointing in 2023, leading to additional support an external review of Teaching and Learning which took place just before the Ofsted Inspection. The resulting action plane was consequently incorporate into the post Ofsted action plan.

We use FFT to ensure our targeting is robust and our internal data systems show that progress is positive but we have some concerns around the attainment gap for disadvantaged children that widened post covid. Although the gap is beginning to close in some areas, it is still too wide and so it remains an area of focus. Writing and oracy remain areas for further development. We have introduced several programmes to support QFT including the use of metacognition

which we hope to further enhance with a focus on self-regulation. We have some concerns around behaviour for learning, particularly in relation to SEMH and more widely in the Secondary school. To support our schools in this area we have signed up to the National Behaviour Hubs programme, which we joined in Spring 2023 and will run until Autumn 2024.

We are increasingly concerned that we should do more to support recruitment and retention of staff at all levels. 'Our People Strategy', was developed to ensure that we support the wellbeing and professional development of all our staff making CtKCC schools an attractive place to work. All our staff have access to the National College suite of training, in addition to access to bespoke training identified through the annual appraisal cycle. We have also developed a programme of training for our Business Managers and administration staff, working with ISBL and CIPD.

We work closely with the Golden Thread Teaching School Hub to support our ECTs and to access additional professional development opportunities. We commission an annual CtKCC wide external review based on identified need. An external review of Teaching and Learning with a focus on the use of metacognition and retrieval practice is planned for 2023/24.

Our schools based in north Staffordshire have been historically underfunded, however we have worked hard to improve our estates and have been successful in securing significant CIF funding which in conjunction with prudent financial management has led to some improvements, but this remains an area for development which is addressed in detail in our Estates Strategy Plan.

Priorities 2023-26

Our Strategic Priorities are linked to our ethos of **Love**, **Faith** and **Service to Others.**

Love: To ensure that we focus on quality first teaching so that all our children especially, our disadvantaged children and our children with SEND become the people that God meant them to be, enjoying "life in all its fullness". John 10:10

Faith: To continue to nurture the spiritual development and wellbeing of all.

Service to Others: To further develop leadership formation and CPD opportunities for all employees, governors and directors thereby improving recruitment and retention. To ensure that all our estates are safe, secure and fit for purpose.

The following priority areas have been identified for our three-year strategic plan.

Priority 1	**Nurture the spiritual life of all, embedding and enhancing coherent wellbeing support systems for staff and learners.**
Priority 2	**Deliver a programme of effective formation and training for all, nurturing and encouraging sustainable and distributed leadership at all levels across the schools.**
Priority 3	**Secure, protect and enhance Catholic education in our schools by ensuring consistently high standards of teaching, learning and behaviour across all CTKCC schools.**
Priority 4	**Enhance effective robust and coherent systems of governance (including financial governance)**
Priority 5	**Ensure the effective implementation and delivery of the CtKCC Estates Strategy Plan**