

Vision and Values Consultation

17 September – 15 October 2018

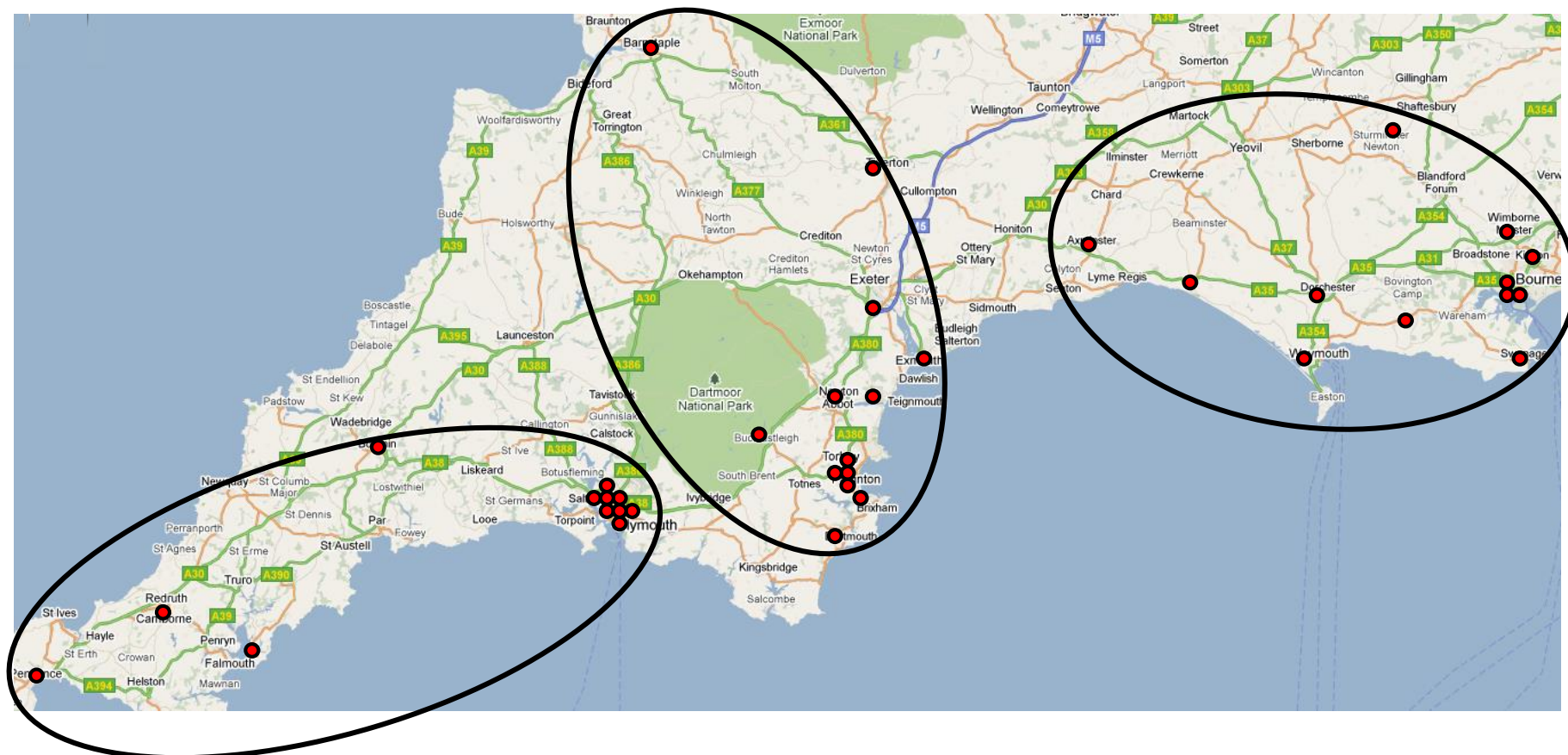
“It has been said that an important role of any leader is to name or define reality and part of what gives people hope is the leader’s ability to accurately describe what is currently taking place. Effective leaders also have a long term perspective and are able to point a direction that it makes sense to move towards. They do not simply fire-fight or react to events as they occur but operate with a vision of where they want to get to.”

Dr Sean Ruth: <http://www.seanruth.com/article>

Plymouth CAST, established in 2014



- A multi-academy trust of 35 Catholic schools (and 1 nursey)
- 33 primary schools, two secondary
- Constitutes most of the Catholic schools in Plymouth Diocese (35 / 39)
- 1500 employees
- c. 7,100 pupils
- c. 500 governors
- One of the largest multi-academy trusts in the country
- Organised in three areas: west, central and east
- Span of two hundred miles from east to west: Bournemouth to Penzance



What's a multi-academy trust?

A multi-academy trust (MAT) is a group of schools working in collaboration as one entity to improve and maintain high educational standards across the trust. The multi-academy trust is governed through a single set of members (led by the Bishop) and directors (the Board).

CAST multi-academy trust is the employer of all staff in CAST schools and is responsible for the vision and strategy of the Trust, the educational performance and financial viability.

As a Catholic MAT, we are part of the mission of the Church to bring the Gospel to all people, the Good News of God in Jesus and to contribute to the building of God's kingdom of love, justice and universal peace.

Through a commitment to excellence in our educational provision, we seek to make that kingdom more of a reality by forming young people with a passion to make the world a better place.

Vision and Values

- Over the next four weeks we'd like to explore with you what Catholic education is all about and ask your opinion about the way we express that in Plymouth CAST, our multi-academy trust
- We'd like to have a new **Vision Statement**, that is a statement which describes why we do what we do in our schools, what we believe in and what we'd like the education in our schools to look like
- We'd like to have a new **Mission Statement**, which is a shorter statement about how we will make our vision a reality
- We'd also like to have a **Motto** – we don't have one at the moment – in other words a 'strap line' – one sentence or phrase that sums up what we're about – you'll be familiar with this from the corporate world – "Just do it" (Nike), "I'm Lovin' It" (McDonalds)
- Next we'll look at some of the main ideas about Catholic education, the main characteristics that make Catholic education distinctive

Catholic education: what's it all about?

- Catholic education begins with the belief that the world is made by a **loving God**, that **creation is good** and that we are good, although we need God's grace.
- We are made in the **image of God** – that is made to love and be generous.
- God revealed in **Jesus Christ the Good News** that God is not an angry God but a humble, compassionate, loving God who wants what is best for us.
- This means that all human beings – without exception – have a great **dignity**.
- This means that the earth – **our common home** – should be cherished and looked after.
- This belief in the God-given dignity of each person - and all of creation - should be a characteristic of Catholic schools.

Catholic education (continued)

- Each person – each pupil – is called into a **relationship with God in Jesus**, to get to know Him as a friend.
- In a Catholic school, pupils are **invited into this relationship** through the assemblies and prayers, Mass and liturgies.
- Catholic schools are **not just for Catholics** – the Church has always welcomed all pupils who want a Catholic education into its schools.
- We also believe that each person – each child and young person has a **calling in life**, a vocation – which is to love and to do good things, according to their skills and abilities.
- Catholic education has a strong belief in the **common good** – we're educating our pupils to go out and make a positive difference in the world – to be 'agents of change' – to work for **peace and justice**.

Catholic education(continued)

- The **development of knowledge and skills** in a Catholic school is therefore not all about gaining material prosperity – which is not in itself a bad thing – but is about being able to **serve others** with our knowledge and skill.
- Catholic schools are committed to the **formation of the whole person** – so their moral, physical and emotional development is just as important as their academic development.
- In Catholic education, a priority is always given, a preference if you like, for the **most vulnerable** in the community.
- The Catholic Church has always been **committed to excellence** in its schools – high standards in all areas, but especially high standards in academic achievement.
- We want all our pupils to **aspire** to the highest standards of education, to **fulfil their potential** and God-given talents.
- We want them to **flourish** in a safe, happy, nurturing and stimulating **atmosphere** which is permeated by the spirit of the Gospel.

- So, having looked at the main ideas about what Catholic education is all about, which of these main ideas would you like to see highlighted or emphasised in a new vision and mission statement?
- What you like to have a go at writing a mission statement – a short, inspiring statement that sums up how we'll make our vision a reality?
- Would you like to have a go at creating a motto – or strapline – for Plymouth CAST – something short and catch that really sums up what we're about?

Gospel Values

In our schools, we try and live by **Gospel values**. These values, based on the Beatitudes in Matthew's Gospel (Chapter 5: 3-12) are what Pope Francis has called the “identity card” of the Christian – the way you'd live your life and what your relationships would look like if you were following Jesus:

- **Humility**, seeing life as a gift
- **Compassion**, empathy
- **Kindness**, gentleness
- **Justice**, working for a fairer world
- **Forgiveness**, reconciliation
- **Integrity**, do what you say
- **Non-violence**, committed to peace
- **Courage**, standing up for truth

What do you do to make Gospel values real in your school? What else could you do?

Our Principles

Our operational principles are those principles we use in our everyday work in schools, when we have to make a decision, when we're not sure what to do, we rely on these principles. Here are ten suggested for CAST:

- **Dignity** of the individual – going back to what we said Catholic education was all about
- **Preferential option for the most vulnerable** – those who need most support should get the most support
- **High standards** in all areas – high academic standards
- **Accountability** – clear about who is responsible for what
- **Good stewardship** – looking after our money and resources responsibly
- **Unity** – we are one trust, one family of schools
- **Alignment** – knowing what has to be the same in every CAST school
- **Objectivity** – stand back when you make a decision, don't get personal
- **Openness** – being open and honest with information and answers
- **Integrity** – in all things honesty and trustworthiness

What do you think of these principles? Are they the right ones?

Expected Behaviours (Staff Code of Conduct)

- This section is about the draft Staff Code of Conduct and may only be of particular interest to staff in the school, although the local governing boards may well wish to comment.
- Parents/carers and pupils are also welcome to comment but they may not wish to work through the entire document.
- The draft Staff Code of Conduct will be sent to the Joint Consultative Committee of Unions at CAST level so there is no need to consult with unions on a local level.
- A Staff Code of Conduct is required by *Keeping Children Safe in Education* – what is important is that our CAST Staff Code of Conduct is firmly rooted in our vision and values
- The purpose of the Code is to make it clear what kind of behaviour is acceptable and what is not for staff in our schools.

Local governing boards



- As part of this consultation a draft **Governors' Handbook** has been sent to all our chairs of local governing boards
- Our governors are a **committed group of volunteers** who give of their time and talents freely to support and challenge our schools
- The Governors' Handbook tries to make clear in some detail what **their role** is and how they might better serve our school communities
- The Governors' Handbook is based on the (draft) Plymouth CAST Scheme of Delegation which describes who is responsible for what at all levels in CAST: The **Members** (small group led by the Bishop who guarantee the vision and can appoint directors), **Directors of the Board** (group of ten volunteers who are the employer and who are accountable to the Member for strategic direction, educational standards and finances), **Senior Executive Leadership** (paid employees of CAST, accountable to the Board for the day to day running of CAST) **Local Governing Boards** (volunteers who support and challenge the headteacher), **Headteachers** (responsible for day to day running of their school, finances and educational standards).
- Do you have **any comments on the Governors' Handbook** – to make it clearer perhaps? Does there need to be more examples? Are the Frequently Asked Questions helpful?

Any other comments?

- Do you have another other comments on this paper?
- The headteachers have been asked to bring together a summary of all the comments from each school community and send them by email to Raymond Friel, CAST CEO, by **4.00 pm on Monday 15 October** or earlier if possible.
- **The heads will briefly sum up the views** of each group in the community – staff, pupils, parents and carers, local governors, parish priests on a proforma with some indication of strength of feeling.
- A request has gone out for volunteers to sit on a **Vision and Values Steering Group**, to keep an eye on the whole process and ask questions if needs be about what happens next and who does what.

Vision and Values consultation: seven questions

1. What main ideas from the Our Vision section of the paper (or What Catholic Schools are All About section in the Powerpoint) should be highlighted in our new Vision Statement to reflect our context?
2. What main ideas from the Our Vision section of the paper (or What Catholic Schools are All About section in the Powerpoint) should be highlighted in our new Mission Statement? Would you like to suggest a motto?
3. What do you do to make Gospel values a reality in your school? What more can you do?
4. Do you have any comments on the principles proposed to govern the work and decision-making of the trust?
5. What expected behaviours, based on our Gospel values, should we highlight in a Staff Code of Conduct for our schools?
6. Do you have any comments on the role for our local governing boards as outlined in the draft Governors' Handbook? How can we make even better use of the expertise and commitment we have in our local governors?
7. Do you have any other comments on the Vision and Values paper?

“Each Academy is a Catholic school, designated as such, the Directors are accountable to the Bishop to ensure that the Academy is conducted as a Catholic school in accordance with Canon law and the teachings of the Roman Catholic Church so that, at all times, the Academy may serve as a witness to the Catholic faith in Our Lord Jesus Christ.”

Scheme of Delegation

“Since true education must strive for complete formation of the human person that looks to his or her final end as well as to the common good of societies, children and youth are to be nurtured in such a way that they are able to develop their physical, moral and intellectual talents harmoniously, acquire a more perfect sense of responsibility and right use of freedom, and are formed to participate actively in social life.”

Canon Law 795

“Directors of Catholic schools are to take care under the watchfulness of the local ordinary that the instruction which is give in them is at least as academically distinguished as that in the other schools of the area.”

Canon Law 806

The Church's Teaching on Catholic Education



- 1885 - *Spectata Fides*, Leo XIII encyclical to English Bishops
- 1929 - *Divini Illius Magistri*, Pius XI encyclical on Christian education
- 1965 - *Gravissimum Educationis*, Vatican II's Declaration on Christian Education
- 1977 - *The Catholic School*, (The Sacred Congregation for Catholic Education)
- 1982 - *Lay Catholics in Schools: Witnesses to Faith* (SCfCE)
- 1983 - *Canon Law* – Canons 793-821
- 1988 - *The Religious Dimension of Education in a Catholic School* (Congregation for Catholic Education)
- 1997 - *The Catholic School on the Threshold of the Third Millennium* (CfCE)
- 1997 - *New Vocations for a New Europe* (Pontifical Works for Ecclesiastical Vocations)
- 2002 - *Consecrated Persons and their Mission in Schools* (CfCE)
- 2007 - *Educating Together in Catholic Schools* (CfCE)
- 2009 - *Circular Letter to the Presidents of Bishops' Conferences on Religious Education* (CfCE)
- 2013 - *Educating to Intercultural Dialogue in Catholic Schools* (CfCE)
- 2014 - *Educating Today and Tomorrow: a Renewing Passion* (CfCE)
- 2017 - *Educating to Fraternal Humanism: Building a Civilization of Love* (CfCE)
- 2017 - *Young People, The Faith and Vocational Discernment* (Synod of Bishops 2018, preparatory)

The Catholic School (1977)

“The Catholic school loses its purpose without constant reference to the Gospel and a frequent encounter with Christ. It derives all the energy necessary for its educational work from Him and thus ‘creates in the school community an atmosphere permeated with the Gospel spirit of freedom and love.’ In this setting the pupil experiences his dignity as a person before he knows its definition.”

Christ at the Centre (2012)

“Rooted in the teaching of Christ, these Gospel values should constitute the targets and outcomes of the educational enterprise in every Catholic school. For this to be possible, these Gospel values need to be explicitly named, their meaning unpacked and pupils helped to understand how they relate to their lives both at school, at home and in society. This enterprise is not in addition to the quest for high academic standards and vocational excellence but integral to it.”

Documents emailed on Monday 17 September

- To all CAST Directors, Headteachers, Chairs of Local Governing Boards, Clerks and CAST central employees:
- **Vision and Values** consultation paper
- Draft **Staff Code of Conduct**
- Draft Revised **Scheme of Delegation** – Introduction and Appendices 1 and 2 (Sept 2018)
- Draft **Governors' Handbook**
- **Powerpoint summary** of questions and process
- **Proforma** for school's summary of stakeholder responses by 15 Oct