



Our Lady of Lourdes **Catholic Multi-Academy Trust** **Strategic Plan 2025–2028**



**OUR LADY
OF LOURDES**

CATHOLIC MULTI-ACADEMY TRUST

*Outstanding Catholic
education for all*

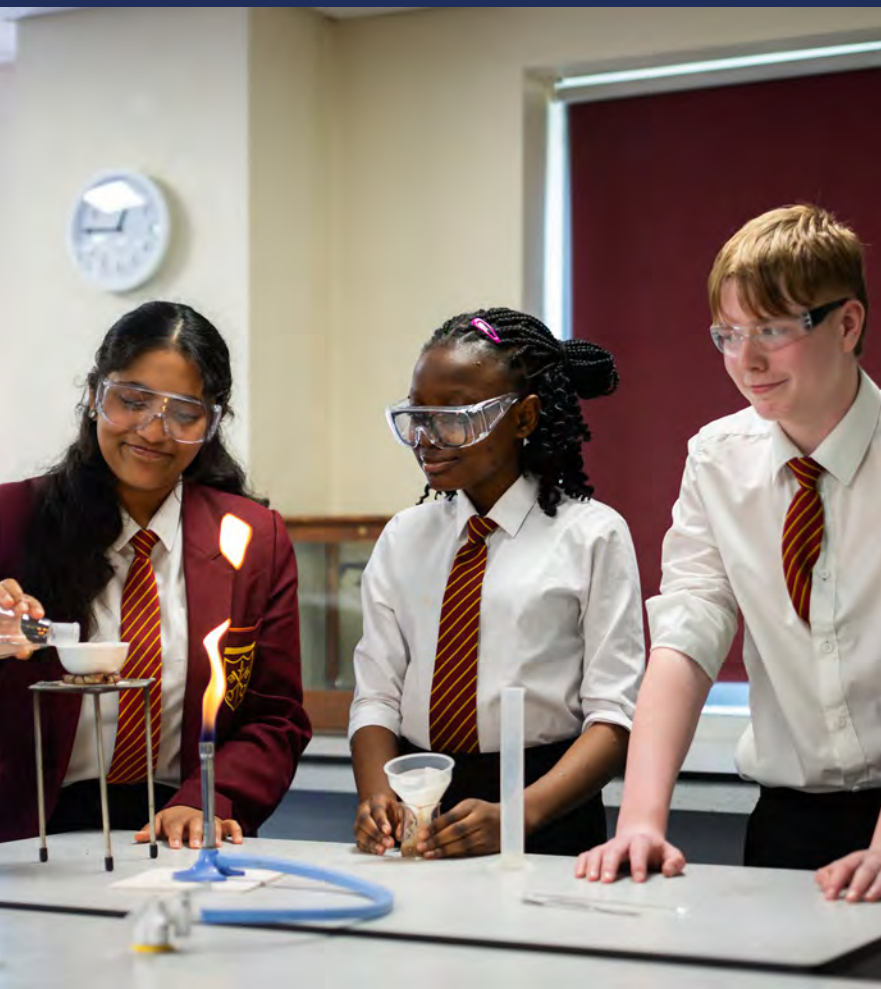
About us

Our Lady of Lourdes Catholic Multi-Academy Trust is a *partnership* of 36 Catholic primary and secondary schools from Nottinghamshire and Lincolnshire.

We place the person and teachings of Christ at the centre of everything we do.

We serve diverse communities and *welcome all*: those of other faiths and those of no faith, to learn and work with us.

We *value and celebrate* this diversity and are a richer community for it.



'Let us dream, then, as a single human family... as children of the same earth which is our common home, each of us bringing the richness of his or her beliefs and convictions, each of us with his or her own voice, brothers and sisters all.'

Pope Francis, Fratelli Tutti 2020

Our Patrons



Our Lady of Lourdes

Our Lady of Lourdes is a loving mother to those in need. She calls us to prayer and healing. Her presence signifies God's mercy and care for all, pointing us to Christ with compassion and she inspires us to serve others through her gentle strength and sacrificial love.

St. Thérèse of Lisieux

St. Thérèse, the "Little Flower," embodied holiness in ordinary life. Calling us to focus on humility and trust in God's mercy, she teaches us to find God in little acts of kindness, inspiring joyful service and a confident faith.



Our Faith Foundations

The Faith Foundations of our Trust place the person and teachings of Jesus Christ at the centre of all that we do.

They are a living expression of *Catholic Social Teaching* and our virtues and everyone is invited to share in, and contribute to, the Catholic Life and Mission of our Trust.

Foundation 1: Encounter

We are all invited to **encounter** the love of Christ.

We see the **human dignity** of all people and we **respect** and love everyone, 'as he has loved us'.

We are grounded in sacrificial **love**, servant leadership and a **preferential option** for those less fortunate than ourselves.



Foundation 2: Discipleship

We are all called to **discipleship**, to grow in knowledge and understanding of faith, so that we can work for the **common good**.

We are guided by the light of the Gospel to walk **humbly** with God and we help those around us to flourish in a spirit of **subsidiarity**.



Foundation 3: Missionary Discipleship

We are all sent out to be **Missionary Disciples**, to go into the world and proclaim the Good News.

We are ambassadors of **hope**, standing in **solidarity** with the vulnerable and **attentive** to the needs of the world.

We have the **courage** to say yes to our vocation and to be agents of change.



Our Mission Statement

We are a partnership of Catholic schools.

Our aim is to provide the very best Catholic education for all in our community and so improve life chances through spiritual, academic and social development.

By placing the person and teachings of Jesus Christ at the centre of all that we do, we will:

- Follow the example of Our Lady of Lourdes by nurturing everyone in a spirit of compassion, service and healing
- Work together so that we can all achieve our full potential, deepen our faith and realise our God-given talents
- Make the world a better place, especially for the most vulnerable in our society, by doing 'little things with great love' St Thérèse of Lisieux



Theme 1

Encounter: Creating a welcoming, safe, inclusive, and supportive Christ-centred community.

Our ambitions

Our Trust will be a place where everyone can encounter the love of Christ; where we put safeguarding and the safety of all at the heart of everything we do.

Our Trust will be a place where we will respect the unique human dignity, value and worth of each individual and empower those who lead to do so with humility and with behaviours rooted in our faith foundations.

Our Trust will be a place where we help everyone to be happy and healthy and bring healing to those in need.

Our strategic priorities

1. **Consistently strong and vibrant provision for the Catholic life and mission of our Trust**, which is rooted in a Christ-centred culture which is accessible to all.
2. **Maintain an unswerving commitment to the safety, happiness, and well-being of all the young people in our care**, with a particular focus on those with additional needs and those who are in some way vulnerable (disadvantaged) or at the margins.
3. **Promote diversity and equity** in all that we do, so that everyone in our communities is valued, celebrated and has a strong sense of belonging.
4. **Develop, engage and retain our people**, attracting the very best, with a strong commitment to staff happiness and well-being.

Encounter

Ensuring our communities are helped to discover the importance of a personal encounter with Christ

Theme 2

Discipleship: Providing outstanding Catholic education that enables all to flourish.

Our ambitions

Our Trust will be a place for discipleship; a place where we celebrate achievement and where we are attentive to the diversity of skills and talents in our community.

Our Trust will be a place of 'outstanding Catholic education' for all. Through an enriched curriculum, and the very best teaching, we will remove barriers to learning and stand in solidarity with the most vulnerable.

We will be a place that provides opportunities for all to flourish, where we celebrate unity in diversity, and where we help everyone to realise their vocation and achieve their very best outcomes.

Our strategic priorities

1. **Ensure our financial sustainability**, through prudent and responsible stewardship of our resources to provide life-changing opportunities for all young people in our care.
2. **Deliver outstanding Catholic education in inspirational and sustainable learning environments**, through quality first teaching for all and an enriched curriculum that reflects local communities.
3. **Enable every young person to flourish** by removing barriers to learning and nurturing their God-given talents.
4. **Empower the growth and development of our staff** through high-quality CPD, formation and collaborative practice.

Discipleship

Encourage each of us to seek to serve Christ generously in our daily lives

Theme 3

Missionary Discipleship: Putting faith into action for the common good, within and beyond the Trust.

Our ambitions

Our Trust will be a place where we form Missionary Disciples, who joyfully put their faith into action.

Our Trust will be place where we engage in charitable works and give hope and support to all those in our school, parish, and global communities.

Our Trust will be a place where we have a positive impact on the environment and where we instil in all, the courage to be an agent of change.

Our Trust will be a place where we celebrate 'little acts of kindness'. A place where everyone feels valued, cared for, and loved. We will be outward-facing and work to make the world a better place.

Our strategic priorities

1. **Live out the Catholic life and mission of the Trust** through service, charitable works and standing in solidarity with those less fortunate than ourselves.
2. **Continue to grow a culture of effective communication** with those within and beyond our Trust through a culture of active listening, dialogue and engagement, promoting a greater sense of community.
3. **Strengthen our partnerships** with parents, parishes and wider communities to help us achieve our goal of outstanding Catholic education for the benefit of all.
4. **Promote care for our common home** by working and living sustainably and inspiring positive action for change.

Missionary Discipleship

Be faith-filled, joyful and outward-looking helping those most in need

Our enabling strategies and plans

The following enabling strategies and plans will support in achieving our mission, values and ambitions:



Our Chaplaincy Strategy



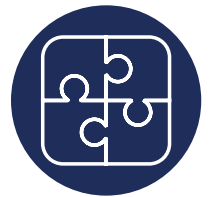
Our Trust Safeguarding Strategy



Our Diocesan HR Strategy



Our Procurement Strategy



Our Marketing Strategy



Our Trust GDPR Document suite



Our Initial Teacher Training Strategy



Our CPD Strategy



Our School improvement Strategy



Our Finance Strategy



Our Mental Health & Wellbeing Strategy



Our Estates Strategy



Our IT Strategy



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