



**ST TERESA**  
*of* **CALCUTTA**  
Catholic Academy Trust

# The Improvement Levy

January 2025



Make Christ Known, Making Lives Better

Hope; Courage; Innovation

# Our Mission and Values

## Our Mission

Our Trust Mission is simple, it is to make Christ known, making lives better for our communities, our children, and our young people.

## Our Values



### Hope

Inspired by St Teresa of Calcutta, we are people of hope. We have a complete belief in the future we will build together. By offering our children, staff and schools' opportunities to grow and flourish, we make aspiration and ambition a reality. Our people, just like St Teresa are relentless and fiercely ambitious. We will always reach for that which seems to be just out of our grasp.



### Courage

As modelled for us by St Teresa of Calcutta, we will have the courage to do what is right. As a community, we will not shy away from making decisions that ensure our communities thrive. We will be brave in our actions. As a truly Catholic organisation this courage will be most apparent in how we collectively support the most vulnerable.



### Innovation

St Teresa of Calcutta changed the world. Together, we will always be pursuing new ideas and best practice in all areas of our work. We will prepare our children and young people for the world that awaits them. A world which they will shape and change.

## Why an Improvement Levy?



Phil Smith  
**Chief Performance Officer**

The St Teresa of Calcutta Catholic Academy Trust is committed to making Christ known and to ensure we are making lives better for our children, young people, all our staff and communities.

As a Trust we expect our school leaders and staff to work collaboratively in a way that supports improvement specific to each individual school as well as across the family of schools. The Improvement Levy will be used to further develop this to ensure we make lives better for all children and young people.

The Improvement Levy will see additional funding and support used to further develop provision for all pupils and be focused on making sure that there is clear and demonstrable impact at school level.

## The Improvement Team



Helen Arnold  
**Regional  
Performance  
Officer**



Chris Horridge  
**Regional  
Performance  
Officer**



Jo Davies  
**Trust Attendance  
Lead**



Pauline Baker  
**Head of Safeguarding**

# The Improvement Levy Offer

The Improvement Levy will be used to cover all the costs described below.

## Professional Learning

Professional learning to specifically meet the needs of the trust as a whole, groups of schools or individual schools for example:

- Professional Learning Networks (PLNs)
- Education Endowment Foundation (EEF)
- Embedding Formative Assessment (SSAT)
- Early Years
- Prince's Trust Institute
- Subject specific training and development

## Coaching and Mentoring

Coaching and mentoring can include the following for example:

- Peer to peer mentoring/coaching at all levels
- Virtual coaching
- Leadership mentoring including shadow opportunities to enhance career development opportunities
- Train the trainer workshops

## Bespoke improvement packages for individual/groups of schools

Schools will be able to bid for specific improvement packages which align with school improvement priorities. Applications will be assessed and funds allocated by the CPOs.

Examples of such projects could be, but are not limited to:

- Behaviour and attendance support
- Improving teaching and learning
- Curriculum development.
- Assessment support and development.
- SEND provision and support
- Oracy
- Specific projects

## **Curriculum, Teaching and Assessment**

The levy covers:

- Research and evidence informed practice (Chartered College of Teaching Certification, Research Champion Community)
- Consistent, valid and reliable methods for assessing pupils' progress
- Technology integration-training for teachers on how to effectively use technology into their teaching

## **Safeguarding and Inclusion**

The levy covers:

- External reviews (e.g. of SEND/safeguarding where identified)
- Enrichment Pupil Conference (annual) to review and extend the work we do to enrich the curriculum
- Bespoke support, advice and training on various aspects of PSHE/RSHE
- Staff training on inclusive practices
- Train the trainers in restraint



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