

Annual Report

Year Ended
31 August 2025



**St Oscar Romero
Catholic Academy Trust**



www.OscarRomero.co.uk



Education should equip you to fulfil God's calling, as Jesus told his disciples to be fully trained for service.
Ephesians 4:11-13

WELCOME

We, the Directors of St Oscar Romero Catholic Academy Trust, are pleased to share our annual report for the financial year that ended on the 31 August 2025.

Responding to the call of the Gospel, we provide a distinctive Catholic Education, steadfast in our commitment to collaboration, professional development, and community partnerships. By working together, we can overcome challenges, celebrate achievements, and create a vibrant family of schools where every child can flourish

Everything we do is driven by the child at the centre of our schools and our Trust. This means that we constantly strive to always do all that can be done and do it very well. We do this to give each one of our children the very best a Catholic Education can give.



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1. DIRECTORS' REPORT

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“Children are ‘our hope for the future,’ and society depends on them developing their God-given gifts to respond to the needs of others with a free and generous spirit.”

Pope Leo XIV



Our Trust

Reference & Administrative Information

Members:

Most Rev Archbishop John Wilson
Paul McCallum
Canon Victor Darlington

Registered Office:

Shirley Court
Coloma Convent Girls
Upper Shirley Road
Croydon CR9 5AS

Company Registration Number:

13260387 (England and Wales)

Company Secretary:

Paul Drake, COO

Executive Team:

Clare Verga, Interim CEO
Penny Pemberton, COO
David Lain, CFO
Lisa Farrow, Director of Primary

Solicitors:

Stone King LLP
Boundary House
91 Charterhouse Street
London EC1M 6HR

Bankers:

Lloyds Bank plc
Threadneedle Street
London EC2R 8AU

Auditors:

Cooper Parry Group Limited,
Cubo Birmingham,
Office 401, 4th Floor,
Two Chamberlain Square,
Birmingham B3 3AX

Legal Constitution

Our Trust is a charitable company limited by guarantee and an exempt charity, sponsored by the Diocese of Southwark.

The charitable company's Memorandum and Articles of Association are the primary governing documents of the Trust, with a scheme of delegation which defines the responsibilities of each School and its Local Governing Committee.

The Directors of the Trust are also the directors of the charitable company for the purpose of company law. The charitable company is known as St Oscar Romero Catholic Academy Trust.

Public Benefit

The Directors have had due regard to the guidance on the Charity Commission website and recognise their responsibilities to the wider community through the Trust's charitable objects.

As an established Academy Trust, the educational objects of the charity are provided at no cost to the beneficiaries and no connected person may derive any personal benefit (other than incidentally) or as a declared interest.

Directors:

Adebola Adeyemo
Abbot Hugh Allan
Bridget Durrant
Fr John Fricker CRE
Anita Gallagher
Hilary Jarvis
Jerzy Kwasniewski
Mary Nwaonu
Greg Olsen
Allison MacQuire
Rt Hon Jenny Willott OBE

Committee Chairs:

Trust Board

Allison MacQuire

Standards

Jenny Willott

Finance & Resources

Allison MacQuire

Catholic Life & Mission

Bridget Durrant

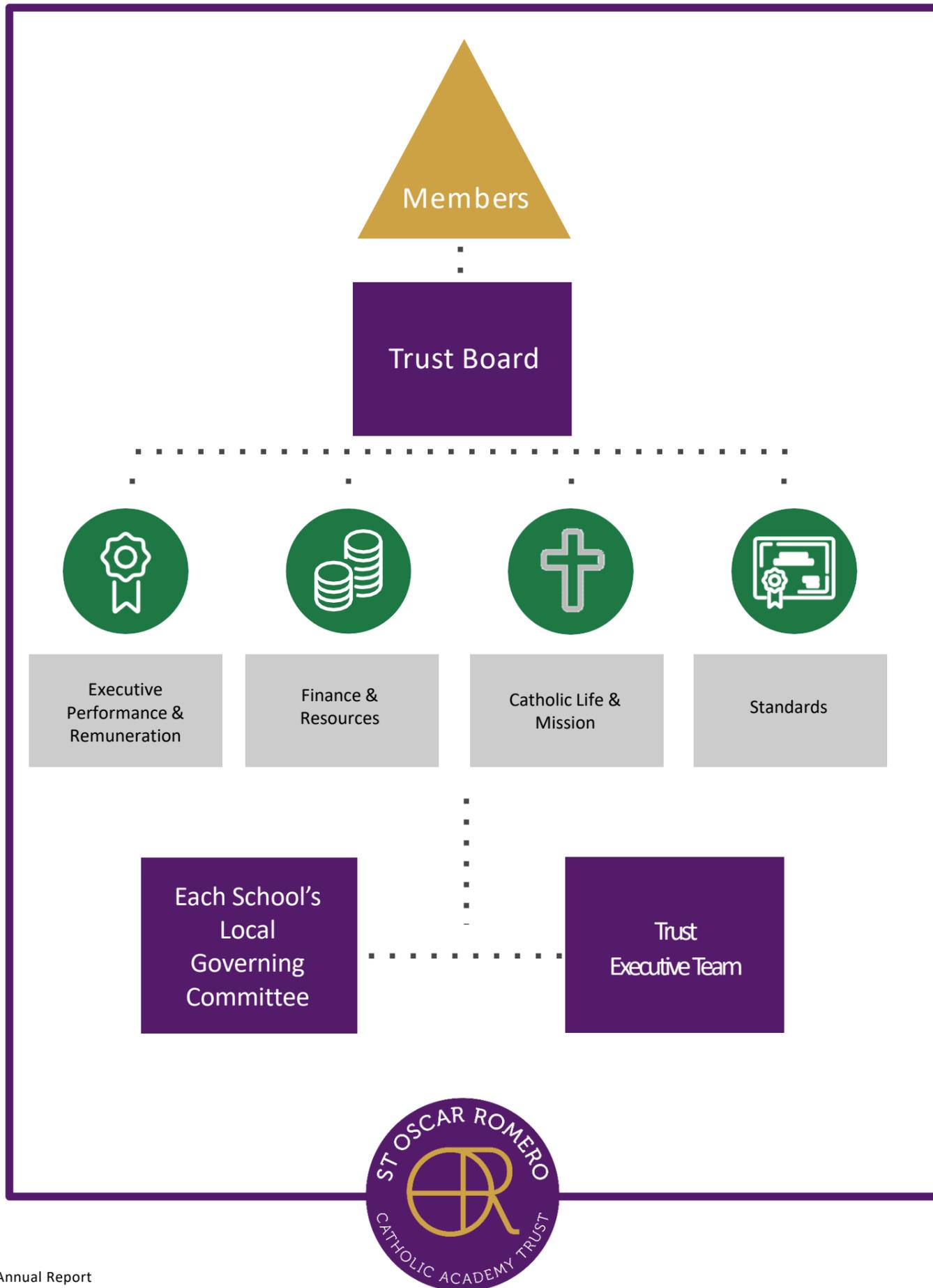
“If any of you lacks wisdom, let him ask God, who gives generously to all without reproach, and it will be given him.”

James 1:5



- Live our lives with Purpose
- Act with Courage
- Build Community
- Embrace Faith
- Seek Justice
- Serve the Poor

Our Organisational Structure



The Members

These are our guardians. The Members protect the charitable objectives and ethos of the Trust. They take part in annual and, when needed, general meetings too. They appoint Directors to the Trust Board.

Local Governing Committees

The Local Governing Committees (LGC) are the key decision makers and vision setters in each of our schools. They are part of the overall system for school accountability. The LGC play a vital role in driving performance, understanding their communities and their needs, holding leaders to account and ensuring all resources are being used wisely to give every child the best possible education.

The Trust Board

The legal powers and responsibilities of the Trust are held with the Board of Directors, who are accountable to the Department for Education. As a group, the Board set the overall strategic direction of the Trust. They scrutinise, challenge, and support our educational and operational performance. The Board delegate certain powers and duties to our Local Governing Committees.

Trust Executive Team

This is made up of our Chief Executive Officer (CEO), Chief Operating Officer (COO) and the Chief Financial Officer (CFO). The Chief Executive Officer is the Accounting Officer for the Company.

“Teach them what they need to know for life.”
St Julie,
foundress of the Sisters of Notre Dame

Induction and training of the Directors

Training and inductions are tailored to new Directors as required. The Chief Operating Officer provides the Directors with access to policies, procedures, minutes, budgets, accounts and other relevant plans and documents to help them support and challenge Trust leaders.

Arrangements for setting pay and remuneration of Key Management Personnel

The Executive Team's performance is managed by the Trust's Executive Performance & Group Remuneration Committee.

The Executive Team's remuneration is published within our accounts and on our website.

Members' Liability

Each member of the Trust commits to contribute up to £10 towards the assets of the charitable company in the event of it being wound up while he or she is a member, and for up to one year after, for any debts and liabilities before they ceased to be a member.

Recruitment & Appointment of Directors

The Members of the Trust appoint the Directors.

Directors are appointed to ensure an appropriate range of skills and experience exists on the Board with strong succession planning.



SOUTHWARK

Notre Dame Girls' Secondary

– SOUTHWARK

We are a dynamic school where our young women impress us every day with their kindness, grace and spirit allowing them to flourish into mature, confident and responsible global citizens.

St Joseph's Primary

– GEORGE ROW

We are blessed to have such an expansive, well cared for and modern school site which provides a wonderful environment for children to learn and grow.

GREENWICH

St Mary's Primary

– ELTHAM

Our school is an oversubscribed two-form school committed to fostering an expectation of excellence within pupils to thrive academically, socially and spiritually.

Notre Dame Primary

– GREENWICH

We support our pupils, their good behaviour and their enjoyment of school. We develop their spiritual, social, moral and cultural development, helping them prepare well for their future and gain a clear understanding of right and wrong.

St Thomas More Comprehensive

– ELTHAM

The school gives the highest priority to quality teaching that excites, motivates and challenges all of us. We endeavour to encourage each individual to grow and develop through the love and teaching of Christ.

BEXLEY

St Columba's Boys' Secondary

– BEXLEYHEATH

We have the highest expectations of our young men; to be the best they can be academically, to become compassionate leaders and be fully prepared for life.

St Peter Chanel Primary

– SIDCUP

A thriving one-form entry school with an on-site Pre-School. Extensive grounds enable children to enjoy a stimulating curriculum with many opportunities for outdoor learning.

St Thomas More Primary

– BEXLEYHEATH

At the centre of the school is love, a love of learning, service and improvement. We recognise that it is through education that we can achieve our goals.

BROMLEY

St Anthony's Primary

– ANERLEY

An inclusive school with a curriculum that celebrates the social and cultural diversity of our school. We strive for academic excellence but not at the expense of a wider creative curriculum. Our children learn and grow academically and socially and build resilience so that they are ready for the next stage of their education.

St James' Primary

– PETTS WODD

At St James' we are committed to providing a high standard of Catholic education for all pupils in a friendly and welcoming environment. We recognise that every child has their own, unique set of gifts and talents and ensure that there are opportunities for these to be developed.

St Joseph's Primary

– BROMLEY

Our dedicated staff work together with governors to create a special and safe environment which enables all pupils to achieve and excel. Pupils are positively encouraged to use our core values of love, faith, trust, respect, resilience and excellence to guide the way they live and learn.

St Philomena's Primary

– ORPINGTON

We pride ourselves on being a happy, caring and welcoming community, where the learning environment and the wide range of opportunities offered, help every child reach their full potential and make the most of the gifts and talents given to them by God.

Holy Innocents

– ORPINGTON

We strive for high academic standards but at the same time support children who find academic learning more difficult. We encourage the Arts, in particular the visual arts and we provide many opportunities for sport.

St Peter & St Paul Primary

– ORPINGTON

We have high expectations and as a result of a rich and ambitious curriculum, positive behaviour for learning and our aim to develop the whole child, our pupils become confident and enthusiastic learners ready to embrace their next stage of their education.

St Vincent's Primary

– MOTTINGHAM

We have a history of success, and our team continues to build on this. We are a vibrant, forward-thinking community where every child is given the opportunity to flourish.

CROYDON

Coloma Convent Girls' Secondary

– CROYDON

Our primary objective is to empower every girl to reach her full potential, both academically and personally.

We are dedicated to fostering self-confidence in every student and inspiring them to strive for excellence in every facet of their lives.

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Schools within our Trust

5550+

children currently being educated

Our Schools
We are more than just the sum of our parts



What Ofsted has said about our schools during their latest inspections:

“Leaders, governors and Trustees work well together to secure the best outcomes for pupils.”

“The school offers a wide range of activities to enrich pupils’ experiences.”

“Pupils, including disadvantaged pupils, enjoy the many after-school clubs on offer.”

St Anthony’s Primary



“Pupils are keen to come to this happy, inclusive school. This is a caring community that welcomes and celebrates diversity. The school sets high expectations for learning, behaviour and attendance.”

St Columba’s Boys



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**DIRECTORS’
REPORT**

Executive Team

Trust Board Leadership

<p>Adebola Adeyemo</p> <p>Chair of Resources Committee</p>	<p>Allison MacQuire</p> <p>Chair</p>	<p>Bridget Durrant</p> <p>Vice Chair and Chair of Catholic Life and Mission Committee</p>	<p>Jenny Willott</p> <p>Chair of Standards Committee</p>
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Executive Leadership Team

<p>Chief Education Officer 2026</p>	<p>Penny Pemberton</p> <p>Chief Operating Officer</p>	<p>Clare Verga</p> <p>Interim CEO</p>	<p>David Lain</p> <p>Chief Financial Officer</p>	<p>Chief People and Culture Officer 2026</p>
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Doing what we do, and doing it very well...

The Trust continues on its growth journey; currently we are made up of four secondary schools and twelve primary schools.

Each school brings a wealth of experience and success to the Trust and we are fortunate to work with a dedicated team of individuals who strive on a daily basis to deliver the very best outcomes for the children and young people in our care.

We have managed our financial resources well in the last academic year against a challenging backdrop of national and local issues.

The Trust continues to grow and we look forward to welcoming new schools into the Trust.



Catholic Life & Mission is at the heart of St Oscar Romero Catholic Academy Trust and it has been a great year for embedding our charism into the daily lives of both our staff and students.

It has been a pleasure and a privilege to bear witness to Christ's redeeming love throughout our Trust schools.

“Be thou a bright flame before me, a guiding star above me, a smooth path before me, a kindly shepherd behind me, today, tonight and forever.”

St Columba's



Our Educational Journey this Year

Governance & Compliance

- ❑ New Directors appointed to the Trust Board to strengthen expertise
- ❑ Robust Scheme of Delegation embedded across schools
- ❑ Governance praised at inspection time
- ❑ Annual Governance Conference established
- ❑ Development of digital governance handbook and resources



Teaching & Learning

- ❑ Developing a strong talent pipeline of staff across Trust
- ❑ Developing the use of AI in the classroom
- ❑ Annual conferences with inspirational speakers, targeting shared school improvement priorities
- ❑ CPD focused on providing a high-quality offer
- ❑ School Based Advisers working in our schools to support specific areas of need



Health, Safety & Estates

- ❑ £1m capital investment in estate through School Condition Allocation (SCA)
- ❑ 1 School placed on the Schools Rebuilding Programme



Academic Standards

- ❑ 2 Ofsted inspections – both schools retained their Good rating
- ❑ 3 CSI inspections – all judged Good or Outstanding
- ❑ Strong, collective academic performance, well above national averages



People

- ❑ Growing number of staff from across our schools holding a responsibility for an area of Trust Development, helping build capacity and distribute leadership
- ❑ Robust Central Services Team to provide increased support to our schools



Finance

- ❑ Appointment of dedicated CFO
- ❑ Substantial savings secured for schools through Trust approved contractors.
- ❑ Single Trust provider of external lettings management
- ❑ Reduced energy costs across schools through Trust procurement



New Provisions

- ❑ 5 Primary Schools joined the Trust in September 2025
- ❑ In discussions with other local schools to join the Trust as either full or Associate Member in 2026





*"Start children off on the way they should go,
and even when they are old, they will not turn
from it."*

Proverbs 22:6

PRIMARY

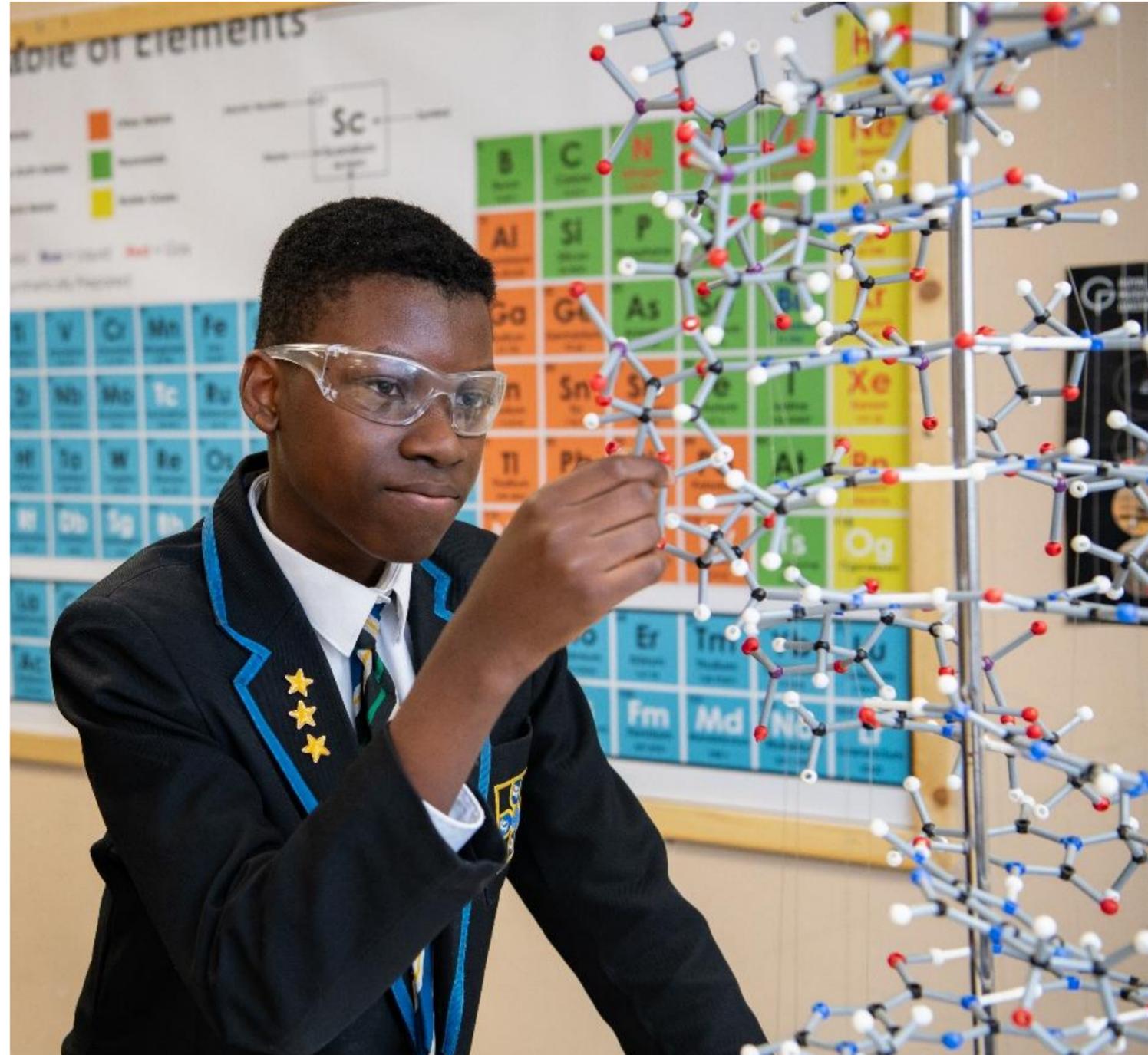
	2024/25	
	Trust	National
Early Years GLD	72%	68%
Phonics (Yr1)	80%	80%
Phonics (Yr2)	91%	89%
KS2 RWM Combined Expected	70%	62%
KS2 RWM Combined Greater Depth	19%	8%
KS2 RE Expected	82%	n/a
KS2 RE Greater Depth	23%	n/a

GCSE

	2024/25		
	4+ E&M	5+ E&M	7+ E&M
Coloma Girls	87%	62%	21%
St Columba's Boys	75%	53%	18%
Notre Dame Girls	52%	30%	12%
St Thomas More Comprehensive	81%	71%	28%
TRUST	74%	54%	19%
NATIONAL	64%	45.9%	n/a

A LEVEL

	2024/25			
	A*/A	A*-B	A*-C	A*-E
Coloma Girls	17%	52%	74%	97%
NATIONAL	28%	48%	77%	97%



Destinations 2025

Russell Group Universities	30%
Entering apprenticeship & training	2%
Completing courses in Medicine	4 students
Entering degrees in Allied Health (Medics, Nursing, Midwifery, Pharmacy, Bio med, etc)	28%
Entering courses in STEM	56%
Taking a Gap Year	4%

Catholic Mission & Ethos



TRUST PILLAR



Responding to the call of the Gospel, we provide a distinctive Catholic Education, steadfast in our commitment to collaboration, professional development, and community partnerships. By working together, we can overcome challenges, celebrate achievements, and create a vibrant family of schools where every child can flourish

Everything we do is driven by the child at the centre of our schools and our Trust. This means that we constantly strive to always do all that can be done and do it very well. We do this to give each one of our children the very best a Catholic Education can give.

- Live our lives with **Purpose**
- Act with **Courage**
- Build **Community**
- Embrace **Faith**
- Seek **Justice**
- **Serve** the Poor



- Build a strong charism that emulates throughout students and staff
- Communicate and share our values Trust wide
- Plant Seeds, Nurture Seeds, Lay Foundations & Create the conditions



"The school charism and the Catholic social teaching principles, underpin every aspect of the school creating a learning environment where pupils feel safe and confident to deepen their learning and faith."

"Behaviour for learning and respect for each other's learning from pupils is exemplary."

"Pupil leading in prayer and liturgy goes above and beyond with all pupils being enabled to be leaders of faith and the school charism."

What Denominational Inspectors have said about our schools:

"Christ is truly at the heart of St James' Primary. It is a warm and welcoming place where every person is loved and valued."

"Prayer is absolutely central to St James; it is the beating heart of the community."

"Pupils are inspired to live out the principles of Catholic social teaching in their daily lives."

St Mary's Primary



St James' Primary



OUR JUBILEE CANDLE

JOURNEY



Leaving
CENTRAL
SERVICES



OUR JUBILEE CANDLE

JOURNEY

100 DAYS

Faith has been my constant guide during my first 100 days as Headteacher at St Anthony's Catholic Primary School, Anerley. From the outset, I have leaned deeply into our school's core values of **Faith, Resilience and Love**. These values have not only shaped my leadership but strengthened my sense of purpose.

A supportive beginning

Starting as a new head is both exciting and challenging. I have been fortunate to be part of the **St Oscar Romero Catholic Academy Trust**, whose support has been consistent and reassuring. The central team's expertise and guidance have enabled me to navigate leadership with confidence and clarity. A particular highlight in these first months was a warm and inspirational meeting with **Canon Victor**, who embraced me so kindly in my new role. His encouragement and wisdom were deeply affirming and reminded me of the privilege of leading within such a supportive diocesan family.

A personal vocation

To lead a Catholic school community is, for me, a dream come true. Having grown up in Catholic education, I feel I am walking in the footsteps of the headteachers who inspired me as a child. As an alumna of Coloma Convent Girls' School, I know the transformative impact of a faith-filled education. To now be able to shape and nurture that same experience for our pupils is both humbling and exhilarating.



Living our values

At St Anthony's, our children truly live out the values of **Love, Faith and Resilience** each day. Their behaviour is exemplary: they show love through kindness and compassion, respect in their relationships, and resilience in their learning. It is a joy to see these values expressed not just in words, but in actions that build a strong, caring community.

Parish and community

A highlight of my first term has been working closely with our parish. We were blessed to share meaningful celebrations with Father John during his time as interim parish priest, including a memorable Year 6 Leavers' Mass and a whole-school Mass. More recently, we have welcomed **Father Joseph** and look forward to deepening our parish links, so that both school and church continue to flourish together.

Looking ahead

The first 100 days have laid important foundations. Looking forward, I want St Anthony's to be a **beacon of excellence** within the local community: a school where children feel happy, safe and inspired to achieve their best; where staff feel proud and joyful in their vocation; and where families know their children are growing in faith, character and academic success.

I am also excited to begin my **Diocesan Induction to Headship course**, which I know will help me grow further as a Catholic leader and ensure that I continue to serve our children, families and parish with faith-filled dedication.



Final reflections

As I reflect on these first 100 days, I feel both proud and humbled. The strength of a school lies in its people — the dedicated staff, the curious and resilient pupils, and the supportive families and parish community. Together we have made a strong start, but this is only the beginning.

I remain committed to building a school where every child can thrive, every voice is heard, and every achievement is celebrated. With **Faith, Resilience and Love** as our foundation,

I look forward with hope and purpose to the journey ahead.

If I were to describe St Anthony's today in three words, they would be:

Disciplined
reflecting our pupils' exemplary behaviour.

Aspirational
showing our high standards and goals.

Thriving
capturing a school full of life, where children feel safe, respected and motivated.

"Faith has been my constant guide."



Danielle Gayle
Headteacher
St Anthony's Catholic Primary



“Beautiful is the moment in which we understand that we are no more than an instrument of God; we live only as long as God wants us to live; we can only do as much as God makes us able to do; we are only as intelligent as God would have us be.”

St Oscar Romero



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Catholic Academy Trust**



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