Success Academy Trust

BUILDING LEADERSHIP AND CHARACTER TOGETHER



People Strategy

SUCCESS AT

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People Strategy

At Success Academy Trust, we are passionate about building leadership and character and growing strong wellbeing for our Success AT family of staff and learners.

Our people strategy is an integral part of our commitment to our vision, and we believe that it makes us an employer of choice and a great place to develop, grow and succeed.

Strategic Objectives:

Building Leadership Together :

We believe in growing leaders through our commitment to professional and leadership growth

Building Character Together:

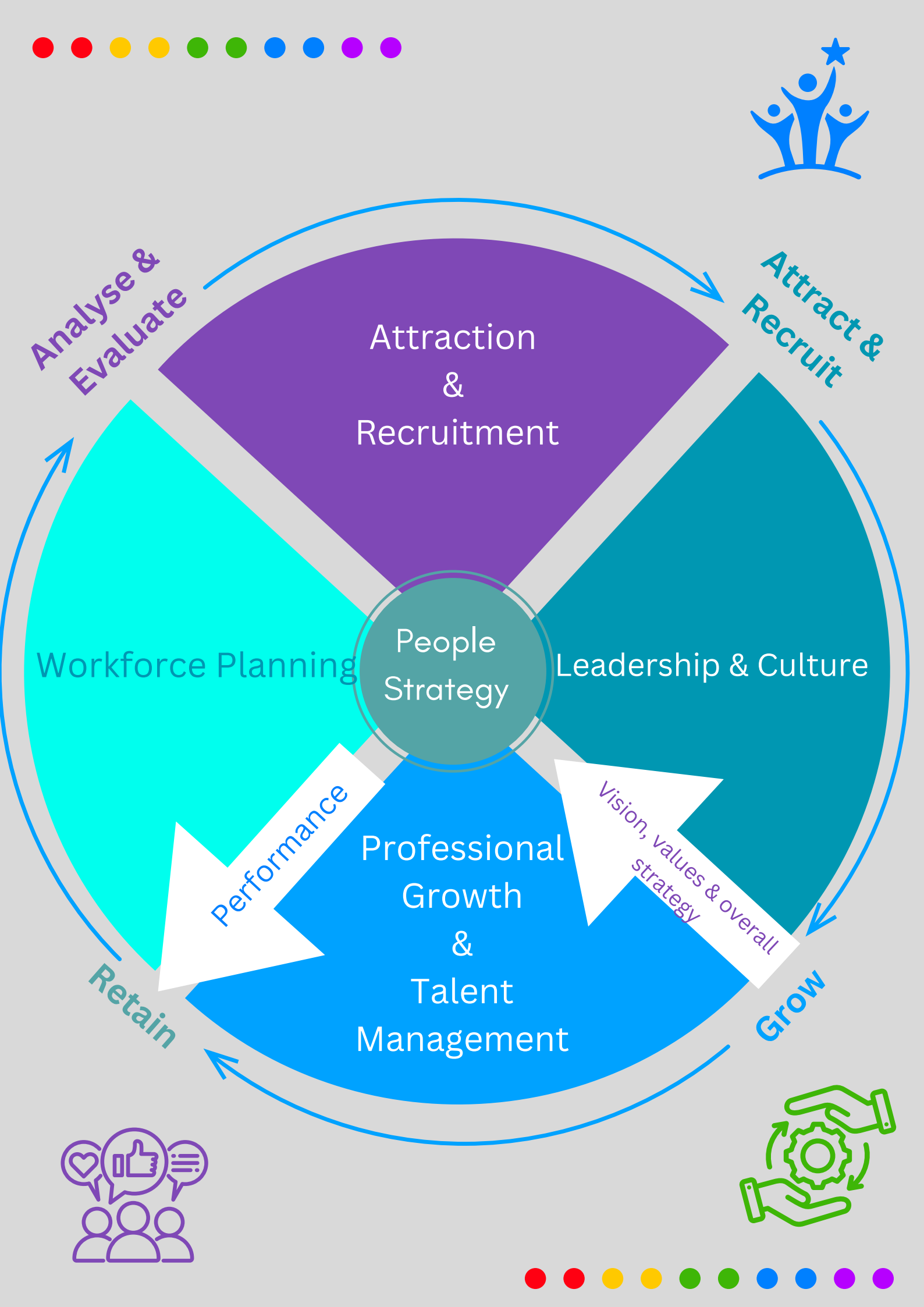
We believe in building resilience, kindness, and celebration of difference through our people policies

Supporting Wellbeing Together:

We believe that the wellbeing and safeguarding of our people is at the heart of all we do

Achieving Success Together:

We believe that our improving outcomes result from investment in our people


Analyse & Evaluate
Attract & Recruit
Attraction & Recruitment
Workforce Planning
People Strategy
Leadership & Culture
Performance
Vision, values & overall strategy
Professional Growth & Talent Management
Retain
Grow

Attraction & Recruitment

Great staff are the backbone to all of our Academies.
We will take a rigorous, forward thinking, pro-active approach to recruitment in order to seek out and attract the most talented people to work within our teams. We believe we are a Trust family who work together to provide support, advice and positive collaboration.
This approach supports Achieving Success Together and Building Leadership Together by ensuring we attract and retain high-quality individuals aligned with our values.

We will:

- ·Achieve Success Together by aligning recruitment with long-term strategic goals. **Create a forward-thinking recruitment strategy** that aligns with the Trust's vision and current workforce needs whilst also anticipating future changes. .

- Build Leadership Together through **proactive succession planning**. Analyse both internal workforce trends, like employee growth, turnover and leadership development, along with external factors, to proactively forecast staffing needs and ensure smooth succession planning.

- Build Character Together by **showcasing our values and culture**. Strengthen and promote the Trust brand of Building Leadership and Character Together, ensuring its message is effectively communicated to the public. Highlight what makes the Trust unique, so that people understand and connect with its mission.

- ·Support Wellbeing Together by **fostering an inclusive and welcoming recruitment process**. We are committed to expanding our candidate pools by ensuring our job advertisements are inclusive, reflecting our strong dedication to diversity and inclusion. We use language that welcomes applicants from all backgrounds, creating an environment where everyone feels encouraged to apply and contribute to our Trust community.

- Achieve Success Together by **maintaining high standards in recruitment materials**. Regularly assess and update all recruitment documents to keep them relevant, engaging and up to date. We will ensure that they reflect current best practices, appeal to a diverse range of candidates and present the Trust's values in a fresh, contemporary way.
- Build Leadership Together by **investing in future talent pathways** through the development of an apprenticeship strategy, ensuring full use of the levy.
- Support Wellbeing Together by creating a **positive and respectful recruitment journey.**
  Enhance the candidate / potential candidate experience, streamlining recruitment processes to ensure they are effective, responsive and interactive.
- Achieve Success Together through **strategic collaboration.** Build meaningful partnerships with industry leaders, educational institutions and professional networks to attract and cultivate talent, ensuring a continuous flow of skilled candidates into the Trust.
- Build Leadership Together and Achieve Success Together by **investing in internal development.** Leverage internal talent by growing our own staff through Achieve with TELA, SCITT and apprenticeships and fostering collaboration across the Trust schools around recruitment and retention. Promote opportunities for staff to develop and advance within the Trust, ensuring skills and expertise are shared effectively to strengthen teams and support long-term growth.
- Build Character Together by **upholding integrity and safety in recruitment.** Continually review recruitment processes to ensure they are carried out robustly and safely to safeguard the Trust, pupils and staff.

- Support Wellbeing Together by **promoting flexibility and balance.** Enhance recruitment and retention efforts by offering flexible working arrangements where possible and where the role allows. By fostering a supportive environment that prioritizes employee well-being, work-life balance and professional development, we ensure the Trust remains a desirable place to work.
- Achieve Success Together by improving onboarding efficiency. Ensure a **streamlined pre-employment process** through our intuitive employee portal, which provides a seamless and efficient pre-employment check process, allowing new employees to provide necessary information with ease.

- Support Wellbeing Together by **ensuring a warm and structured welcome.** Create an engaging onboarding process with welcome packs, early introductions and regular pre-start engagement to help new employees feel part of the team before day one.

Employee Benefits at Success Academy Trust

At Success Academy Trust, we prioritise the well-being, growth and success of our employees.
Our comprehensive benefits package is designed to support you at every stage of your career, ensuring a fulfilling and rewarding experience.

Building Leadership and Character Together:
Exceptional Development and Networking Opportunities

We are **committed to your professional growth.**
Through structured development programs and networking opportunities, we empower you to excel in your role and build meaningful connections which enhance your career progression through a personalised 'Success AT Career plan' with twice annual review to ensure the right blend of support and challenge. Our own learning alliance TELA, as well as our #SuccessTogether networks provide a wide variety of routes for professional learning and development https://telaonline.co.uk/

We offer **embedded leadership opportunities** across our Trust, supported by career appropriate national NPQ and SSAT leadership programmes and inhouse leadership training and mentoring, aim for fast-track leadership development and talent management.

Building Wellbeing Together: Generous Public Sector Pension Scheme, pay and conditions

We provide a **secure and rewarding pension scheme** for all employees, offering financial stability and peace of mind for the future. Our public sector pension, combined with full teachers and local government pay and conditions provides financial security, helping you plan for a stable and well-supported future.

Building wellbeing together: Family and Health Friendly Policies

We recognise the importance of maintaining a healthy work-life balance. Our supportive policies include flexible working arrangements where possible, parental leave and other programs designed to help employees manage their professional responsibilities effectively.

Access to staff wellbeing programmes and opportunities including wellbeing, creative arts, social events and sport, as well as access to free flu jabs, a bike to work scheme and discounted membership at Broughton Astley Leisure Centre.

Building Success Together: Coaching and Mentoring for All Staff

Dedicated to excellence in education, we offer instructional coaching for all teachers, providing personalised guidance, professional development and resources to enhance teaching practices and support student success. We offer **induction mentoring**, whatever your skills and experience as well as ongoing clinical supervision for our designated safeguarding leads and external leadership coaching and operational support for our headteachers.

Building Wellbeing Together: SAS Wellbeing Package for All Staff

Your well-being is our priority. The **SAS Wellbeing Package** ensures all staff have access to **mental health support,**
24 hours GP access, physiotherapy, counselling, physical wellness programs and personal development resources, fostering a healthy, balanced, and productive workplace.

Join us and be part of a workplace that supports your growth, security, and well-being throughout your career.

Leadership and Culture:

Success Academy Trust aims to build a collaborative culture that builds confidence, where staff are listened to, well informed and are challenged to be the best leaders, teachers and support staff that they can be. The culture is underpinned by the Trust core values of leadership, character, wellbeing and success. This commitment reflects our Strategic Objectives of Building Leadership Together, Building Character Together, Supporting Wellbeing Together and Achieving Success Together.

We will:

- Build Leadership Together and Achieve Success Together by **fostering reflective practice and continuous growth.** Develop the coaching culture, embedding this approach into all areas of our Trust including the enhancement and development of:
- Growth and career plan conversations across the Trust
- Meaningful and development focused appraisal and growth management systems

- Build Leadership Together by **accelerating leadership capacity and succession planning.** Provide embedded leadership opportunities across our Trust, supported by career appropriate national NPQ and SSAT leadership programmes and in-house leadership training and mentoring.

- Support Wellbeing Together and Build Character Together by **valuing staff input and promoting inclusive dialogue.** Amplify staff voice by establishing regular feedback channels, fostering open communication and ensuring that employee perspectives shape decision-making within the Trust's People Strategy, including through our annual staff Success AT Wellbeing Survey and Response, and our commitment to the Education Staff Wellbeing Charter.

- Support Wellbeing Together by **embedding inclusive and data-informed practices.** Strengthen the Wellbeing Strategy and enhance the Equality, Diversity, and Inclusion (EDI) Strategy by:
- Providing training to leaders and colleagues across the Trust to help them understand their responsibilities and commitments to wellbeing and EDI, using KPIs and data to guide decision-making and improve the effectiveness of the EDI strategy.

- Achieve Success Together by maintaining **high standards and operational excellence.** Ensure a strategically accountable and robust HR service ensuring that all processes and procedures are compliant with legislation and are progressive, responding to HR best practice.

- Support Wellbeing Together by **promoting access to meaningful support resources.** Enhance the wellbeing offer to all staff, including ensuring and encouraging staff awareness and use of the offer.

- Support Wellbeing Together and Build Character Together by **cultivating a respectful and healthy environment.** Foster a safe and supportive workplace that promotes staff wellbeing and reduced levels of sickness absence, including a focus on a good behaviour culture for pupils and staff.
- Build Character Together and Achieve Success Together by **empowering staff to thrive in dynamic contexts.** Strengthen staff resilience by equipping teams with the skills and support needed to confidently navigate internal and external challenges and adapt to change effectively.
- Achieve Success Together by ensuring a **strong and unified onboarding experience.** Strengthen the staff induction process to ensure consistency across all schools and provision.

Development of People and Talent Management:

We aim to grow and develop our staff to have the confidence and skills to realise the Trust strategic aims and to invest in a strong, healthy, engaged and motivated workforce. This aligns with our commitment to **Achieving Success Together and Supporting Wellbeing Together**, ensuring that every individual feels valued and equipped to thrive.

We will:

- **Achieve Success Together** by creating clear, aspirational routes for professional growth through the use of the Success AT Career Plan to develop targeted career pathways and opportunities for all staff.

We have our own TELA learning alliance which includes a wide variety of focused professional learning and development opportunities for Success AT teachers, leaders and support staff.

Find out more at - https://telaonline.co.uk/

- **Build Leadership Together** by nurturing confident, capable leaders who inspire and influence across the Trust. Develop and empower middle leaders by providing them with the skills and knowledge needed to uphold the Trust's culture and drive continued growth. Support their leadership journey through targeted development opportunities that strengthen their ability to lead effectively and foster a culture of excellence, including national SSAT and NPQ accreditation as well as a range of internal Trust and TELA leadership development programmes.
- **Build Character Together** by cultivating a culture of recognition, reflection and continuous improvement. Ensure quality and purposeful feedback is offered to all staff on a regular basis, with staff being recognised for great work.

- **Achieve Success Together** through strategic partnerships that enhance learning and development opportunities. Focus on building relationships with external providers who are aligned to our values and vision (for example apprenticeship providers, Teaching School Hubs, local education providers).
- **Support Wellbeing Together** by ensuring staff feel confident, competent and supported in their roles through continual investment in quality and relevant CPD for all staff. Ensure that staff benefit from high quality induction and coaching programmes when they start employment with us or take up new internal roles and promotions.

- **Build Leadership Together and Achieve Success Together** by enabling internal opportunities within the Trust and recognising potential.

Workforce Planning

Success Academy Trust recognises the need to respond to internal and external requirements that impact on its people and the provision. We will actively monitor, assess and plan our workforce strategy to ensure long-term stability for the Trust and readiness for future growth. This proactive approach supports Achieving Success Together and Building Leadership Together by ensuring we are prepared to meet future challenges with a strong, capable workforce.

We will:

- Achieve Success Together by **aligning workforce capacity with strategic expansion.** Advance workforce planning to ensure labour supply meets demand, aligning with the Trust's growth objectives.
- Build Leadership Together through **informed, data-driven planning.** Track local and national trends to inform workforce planning and decision-making (e.g. ITT statistics).
- ·Support Wellbeing Together by proactively managing workforce transitions. Closely monitor key workforce factors such as turnover, maternity leave and retirements to anticipate staffing needs.
- ·Build Leadership Together and Achieve Success Together by preparing future leaders. Implement succession planning and **leadership development to sustain long-term organisational success.**
- ·Achieve Success Together through **strategic foresight and planning**. Create medium and long-term workforce strategies that support the Trust's overall goals.
- ·Build Character Together and Support Wellbeing Together by enabling flexibility and growth. **Enhance talent mobility across the Trust** to provide targeted support and meet evolving needs.
- Achieve Success Together by **leveraging expertise to meet strategic priorities.** Create specialised teams, where possible, to strengthen capabilities.