



Ascendancy
Partnership
Trust

People Strategy

2025 - 2028



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Stronger and Better Together



1. Our People

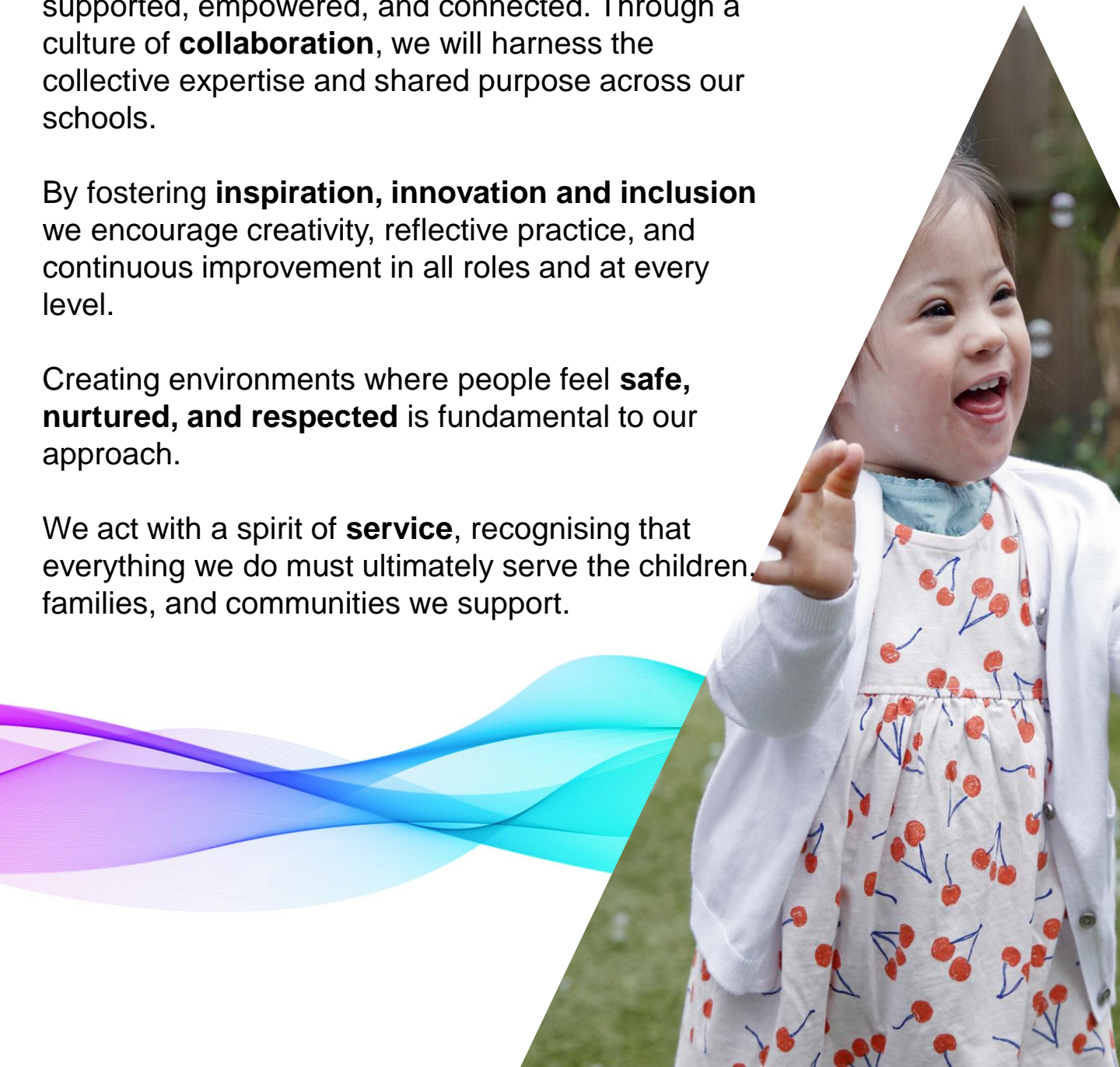
At the core of Ascendancy Partnership Trust is a deep commitment to our people.

We believe that the best outcomes for children and young people are achieved when our staff feel supported, empowered, and connected. Through a culture of **collaboration**, we will harness the collective expertise and shared purpose across our schools.

By fostering **inspiration, innovation and inclusion** we encourage creativity, reflective practice, and continuous improvement in all roles and at every level.

Creating environments where people feel **safe, nurtured, and respected** is fundamental to our approach.

We act with a spirit of **service**, recognising that everything we do must ultimately serve the children, families, and communities we support.



2. Our People Strategy

Our **People Strategy** sets out our long-term vision and commitment to attract, develop, support, and retain talented people across our Trust, ensuring every child and young person benefits from exceptional teaching, leadership, and support services.

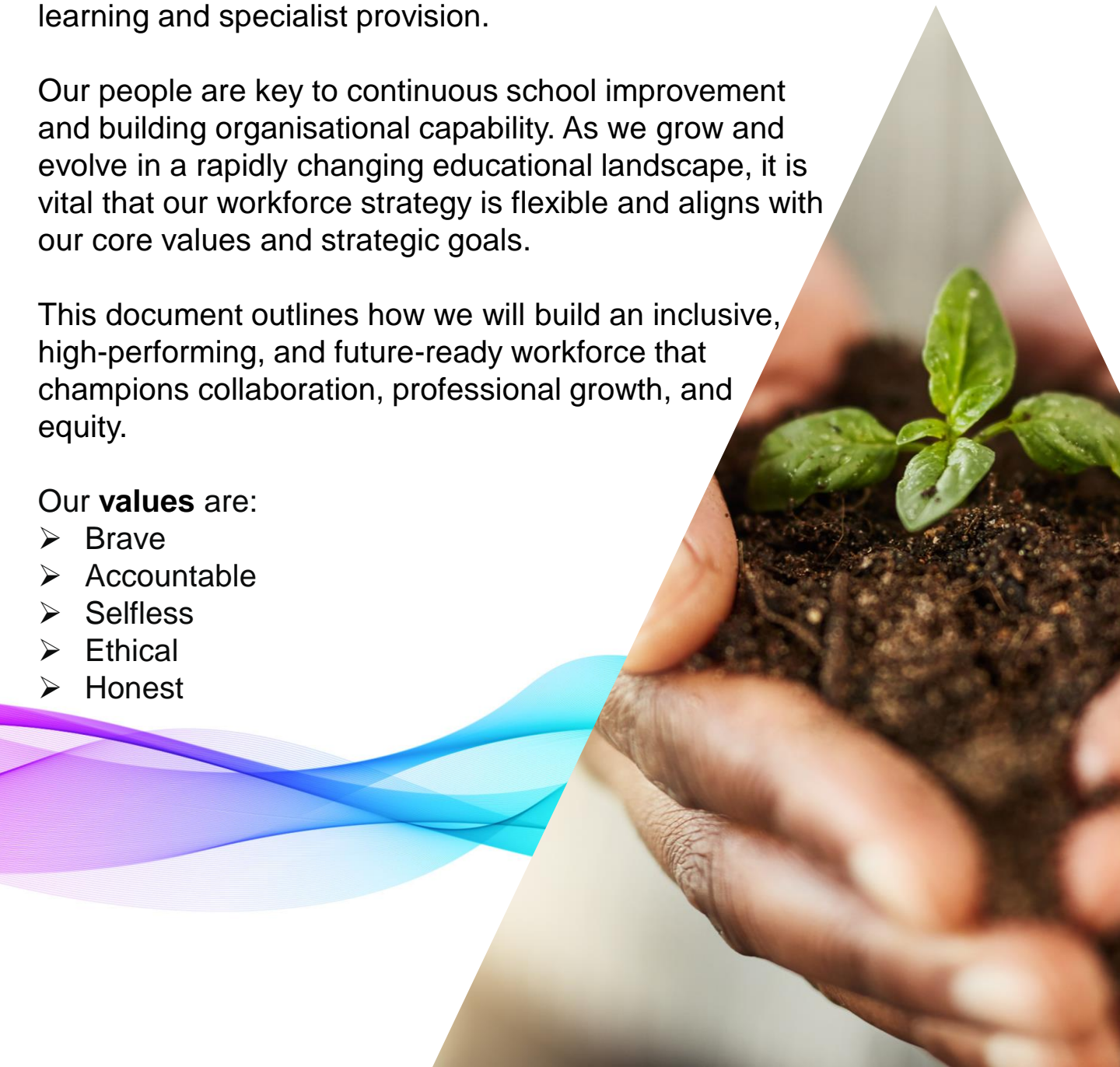
It is our roadmap to building a strong, stable, resilient and skilled workforce where everyone can flourish and contribute to the mission of transforming lives through learning and specialist provision.

Our people are key to continuous school improvement and building organisational capability. As we grow and evolve in a rapidly changing educational landscape, it is vital that our workforce strategy is flexible and aligns with our core values and strategic goals.

This document outlines how we will build an inclusive, high-performing, and future-ready workforce that champions collaboration, professional growth, and equity.

Our **values** are:

- Brave
- Accountable
- Selfless
- Ethical
- Honest



3. Focus

Our People Strategy will focus on the complete employee lifecycle described in four main themes:

- Workforce Planning
- CPD and High Performance
- Wellbeing and Engagement
- Reward and Recognition

This will be underpinned by operational plans and measures that ensure Trust-wide consistency in application of HR policy, processes and procedures which are legally compliant, progressive and demonstrate best practice.

Our aim is that Ascendancy Partnership Trust is a great and special place to work with a clear collective purpose.

We are **one** entity, and we are:

Stronger and Better Together



➤ Workforce Planning

Effective resourcing will include pro-active recruitment, building talent pipelines and succession planning. We will reduce our agency spend and engage preferred suppliers to help source the best quality candidates at affordable rates.

We will **build capacity** for Trust growth by forecasting and resourcing future recruitment needs.

We will ensure **Safer Recruitment** practice and positive candidate journeys. Recruitment campaigns will highlight our unique offer and what makes our Trust a special place to work.

We will **enable** secondments, placements and volunteers into and between our schools.

As an **inclusive** employer we will focus on widening our candidate pools to attract people from underrepresented groups. We will take a flexible approach to recruitment to support this.

We will ensure a consistent and effective **induction** programme for new staff which prepares them for their new role and creates a sense of belonging.

We will improve staff **retention** by being flexible and wherever possible meeting the needs of our people to enable them to stay with us. This will be supported by conducting Stay Interviews and using exit interview data to gain insights and reduce staff turnover.

We will demonstrate **agility**, remove duplication and work smarter to support efficiency and address workloads.



➤ CPD & High Performance

We will ensure highly developed **pedagogical skills** so that every student has a great Teacher and class team. Opportunities to see and share best practice in teaching and learning will underpin school improvement.

We will create career pathways and develop and promote **Routes into Teaching** to attract and grow our own specialist Teachers.

Our **Better Together** groups will enable collaboration and continuous learning across the Trust to improve and maintain high educational standards by sharing resources, knowledge and best practice.

We will enhance **leadership** capability including coaching and mentoring as well as in-house professional development programmes for middle and senior leaders; leadership is everyone's responsibility.

We will actively promote **apprenticeships** as a meaningful employment pathway, offering hands-on learning and qualifications that support both personal growth and long-term careers within the Trust.

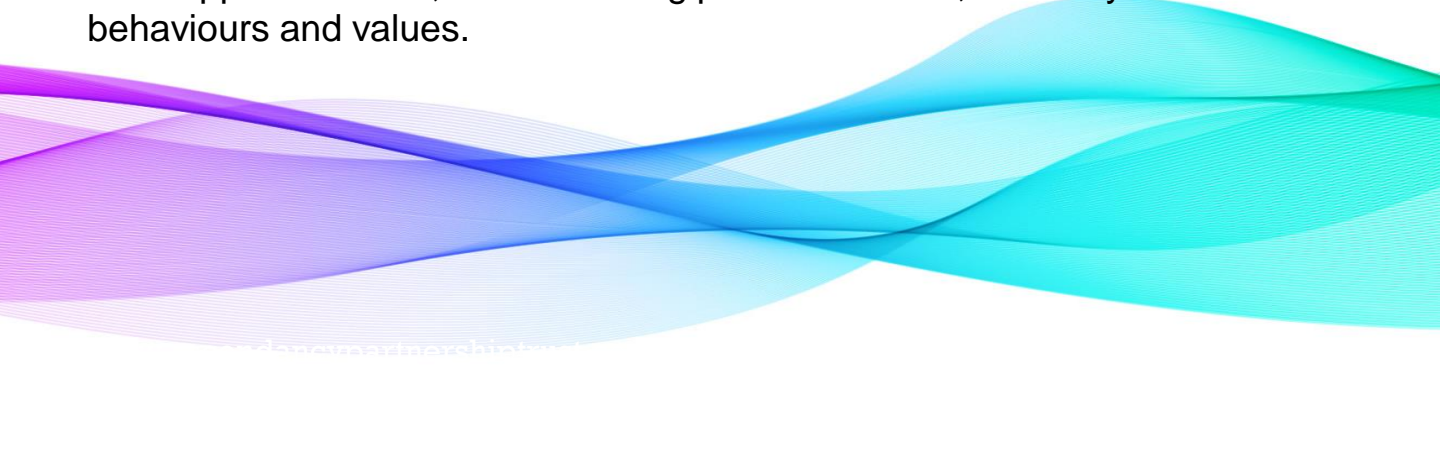
We will ensure the consistent delivery and uptake of **mandatory training** using shared training platforms and workshops with engaging content.

As part of our outreach offer, we will develop and promote our specialist training services and resources using in-Trust **expertise**.

Through a culture of **continuous learning, appraisal and feedback** we will achieve outstanding practice and future readiness.

We will provide **targeted support** to improve underperformance and resolve performance concerns effectively ensuring they are not moved around.

Our people will be **skilled and confident** to provide excellent education and support services, demonstrating professionalism, solidarity and our behaviours and values.



➤ Wellbeing and Engagement

We will create a culture of support, safety, trust and belonging where **wellbeing** is a fundamental people priority.

Wellbeing **support** will be provided through Employee Assistance Programmes and wellbeing initiatives.

Our aim is for a **happy**, resilient and healthy team with reduced absence rates.

Individualised wellbeing plans will support effective **absence management**.

Flexible and modern working practices will be standard to meet the needs of the Trust and our people.

We will **reduce workload** by improving job design, leveraging technology, streamlining processes, and sharing resources.

We are committed to effective **conflict resolution** through mediation and early managerial intervention.

We will ensure that **supportive leadership** creates a workplace where people feel motivated, valued, and inspired to contribute.

We will make sure our expectations of staff are **clear and reasonable** and that policies are applied consistently and effectively.

We will **communicate** effectively so that staff feel informed and consulted, staff views are shared and inform our actions.

Equality, diversity and inclusion are at the heart of all we do.

We will organise Trust-wide **events** and collaboration opportunities.

We will strive for good employee relations in **partnership** with staff and their representatives.



➤ Reward and Recognition

We will adopt a fair and consistent approach to reward across the Trust including **pay and benefits**.

We will meet our Public Sector Equality duty in relation to **equal pay** through robust job evaluation and pay benchmarking.

The Trust has an ongoing commitment to reflect **national terms** for Teachers and support staff as a minimum.

Our **total reward** offer will be attractive to candidates and existing staff and will demonstrate affordability for the Trust as well as responsible use of public funds.

We will create a culture of **appreciation**, where people feel valued and are recognised for their efforts and performance.

We will develop management and peer to peer **recognition** schemes.

We will recognise and **celebrate** individual and team successes.

We will procure the services of **one** payroll provider for the whole Trust.



4. Collaboration

Our People Strategy has been developed in collaboration with:

- Our Trustees
- Our Executive Leadership Team
- Our Headteachers
- Our school HR partners

We encourage staff to share their ideas and feedback on our People Strategy.

This is a living document that links to other Trust strategies and underpins school improvement. It will be further enhanced over time as the Trust develops and grows.

It will shape our action plans and KPIs (measures). It is intended to be an agile strategy that delivers capacity, consistency and future readiness whilst supporting our collective purpose of delivering the best for our students.

Helen Reeves FCIPD
Director of HR
May 2025



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