

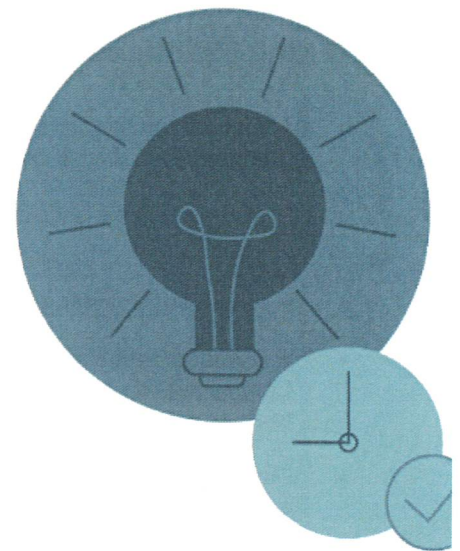
# The Inspire Partnership

# Wellness and Workload Commitment

## Our Pledge

### Values and Principles

- The **engagement** of all staff to allow a **voice** in the development of the Partnership vision, goals and priorities
- A culture built on **relationships and collaboration**, working to ensure that all staff feel **valued** and have a sense of **belonging**
- **High trust** and **low risk** ethos where staff at all levels are encouraged to fulfill their leadership **potential** and take **ownership** of their workstreams
- A dedicated **wellness and workload team** at each school whose role it is to measure **impact** so that Trust and school action plans are focused and frequently evaluated
- Trust and school based **Equality, Diversity and Inclusion (EDI)** groups, making positive change and tackling discrimination and stereotyping at all levels
- A culture that is focused on the **core purpose and values** of the Partnership with workstreams being questioned against it to ensure a **'no tick box' culture**



### Health

- A **relational and supportive culture** of 'noticing' with senior leadership being visible and approachable at all times to support staff with any issues or challenges
- Values based policies and a supportive **central HR team** that guide and empower leaders in supporting staff with their health and wellbeing
- Trained **mental health first aiders** and access to **counselling** services in each school which included the Employee Assistance Programme for all
- Regular 'reasonable adjustments' individually made for staff as needed with **personalised** risk assessments and wellness plans to ensure there is equity for all
- **INSET and CPD time** allocated for improving wellbeing and exploring strategies that promote self-care. External providers and professionals come in regularly to speak to and support staff
- Everyone in the school community has the **highest expectations of behaviour** and are supported by clear policies, boundaries and trauma informed approaches
- Continuous **professional development and training** for all staff in the areas of health and safety and safeguarding including full access to Educare

Proud to align with

**The Education  
Staff Wellbeing  
Charter**



## Personal Growth

- An **outward facing** Trust which collaborates with schools from across the country, giving staff **exciting opportunities** for networking and development
- An annual **Trust professional development program** based on the most up to date research and innovative practice, accessible to all staff and linked to stages of career progression and development
- An **individualised** project-based performance development process for all staff which ensures a bespoke CPD offer based on need and aspiration
- Comprehensive induction programmes to support and coach new staff and ECTs which are frequently evaluated based on feedback

## Working Practices

- An ongoing Trust commitment to ensure all staff have a **fair and reasonable workload**. Leaders are **role models** in driving down working hours and prioritising wellbeing
- Systems and processes are frequently **reviewed and streamlined**, so that there is no unnecessary admin for staff
- A continuous **coaching culture** with no graded, formal lesson observations
- A **communication** strategy that reflects our ethos of high trust and professionalism. Communication is clear, positive, constructive and predominantly face to face with no expectation to answer email outside of working hours
- Dates and important information **across schools and the Trust** is organised and published **in advance** with careful consideration of **busy periods** and staff voice
- A **feedback policy**, created by staff, focused on being proportionate with an emphasis on live marking and verbal feedback
- **Collaboration** in and across schools to drive down workload at all levels. A **shared drive** for all Inspire schools where planning and resources are centrally collated and accessed by all
- No directed time or meetings during the termly '**golden week**' across the Trust. At other times meetings are kept to a minimum with regular review to ensure they are purposeful and kept focused
- A Trust EdTech strategy and working party that looks at how **technology** can support workload as well as ensuring the most up to date tech and strategies to support staff across the schools
- Accommodation of **flexible working patterns** and **leave requests** based on an individual's needs

## Social and Collective

- A Trust built on **strong relationships** with range of collaborative **working parties** and **networking hubs** made up of colleagues from across and outside of the Partnership to drive innovation
- A culture where group and individual efforts are **celebrated**. Milestones and staff **achievements** are recognised
- A **social committee** at each school to ensure regular opportunities for relationship and team building inside and outside of the school day

Scan to read the full  
pledge in our Wellness  
and Workload Charter

