

People Strategy



People Strategy Aim

Our first dedicated People Strategy represents our ongoing commitment to enable employees to feel they belong, are valued and can continue to grow in their professional knowledge. At the heart of One Education is our people.

People Strategy Introduction

Established in 2011 we employ 200 plus people in varying roles and specialisms working directly with all different educational establishments across Greater Manchester and beyond.

One Education is a trusted partner supporting schools and MATs to transform pupil outcomes. We believe in educational excellence for each and every child. We are truly passionate about empowering the next generation to achieve their full potential. One Education builds on our success through strong, lasting relationships with schools and MATs, and never compromise on our mission to create brighter futures for all.

The One Education People Strategy shapes the company's relationship with our employees. This strategy will depict our organisational approach to attract, develop, retain and inspire our workforce and is underpinned by our company's values.

Employee engagement with the People Strategy is key as this will reinforce that each employee is valued and enables them to be fully allied to the One Education mission statement and linked to the company's values. Our staff are our most important assets and our dedicated teams are at the heart of our continued success and are advocates of the One Education brand.

We have set out four priorities to support our strategic plan. These focus on empowering our people to achieve their potential within a safe and inclusive environment that supports mental and physical wellbeing and drives confidence, ambition, creativity and pride across One Education.

Our People Strategy sets out our ambition and aspirations, our key workforce priorities and importantly how we aim to support and develop our workforce to be their best and deliver the very best services.

We aspire to be an employer of choice, committed to enabling employee growth, responding to workforce needs, establishing a feedback culture, nurturing respectful communication and fostering diversity, equity and inclusion.



A handwritten signature in black ink that reads 'Rachel Foster'.

Rachel Foster
Director of HR and Educational Development



Mission statement

We will devote our time, energy and expertise to making each school the best it can be, keeping pupil outcomes and their welfare at the heart of everything we do. Supporting school teams on their journey of achievement and professional development, helping to make schools the modern, nurturing and inclusive place they should always be.

Vision statement

To work collaboratively across the educational sector and with other agencies, charities, social care and health providers and academic bodies to continually enhance our service offer, improve our reach and secure the best outcomes for children and young people. To be the first choice, independent provider of pupil and senior leadership team support and consultancy across all educational settings.

People Values

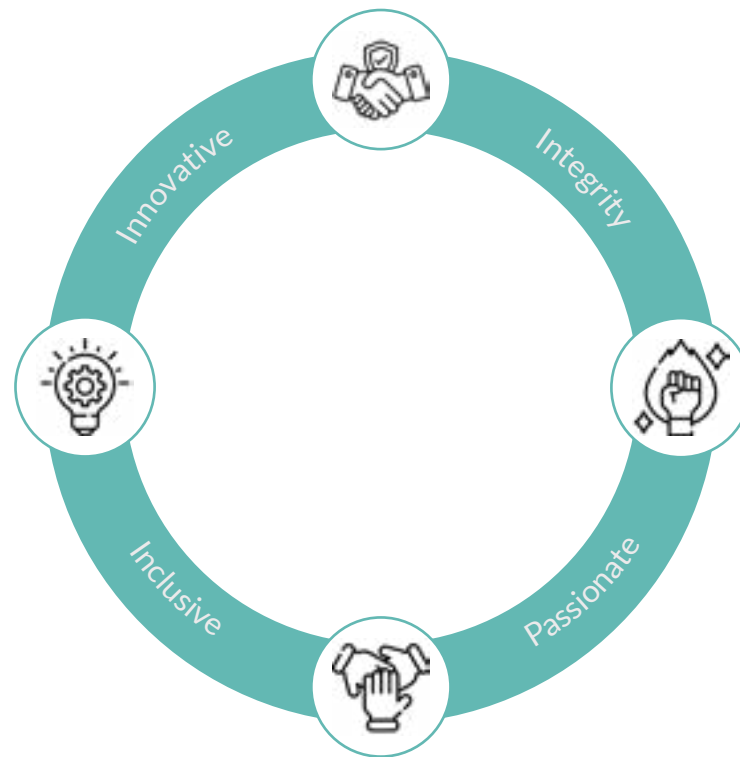
These values are all connected — providing an attractive experience for our people, and developing them to their full potential in a culture which they enjoy.

Innovative

Driving opportunity and promoting a culture where innovation and creativity are encouraged by finding new ways of thinking, learning, and doing.

Inclusive

Creating an environment in which any individual or group feel welcomed, respected, supported, and valued to fully participate and bring their full, authentic selves to work.



Integrity

The trust of school leaders is essential. We renew that trust every day through the actions and judgment of all our employees. We need to be trustworthy and ethical in all that we do, always acting with integrity

Passionate

Expressing a contagious enthusiasm for shared company goals and daily tasks at hand. Passion is what motivates and drives employees to excel helping them find purpose in their professional roles.

Our people strategy has four strategic themes, which set out our ambitions and areas of focus to develop, embrace and support the One Education's culture:



Employer of choice

One Education aims to be an employer of choice to enable us to attract top talent and retain that talent to support the business goals by creating a positive candidate experience. Our company values are at the heart of our offer and underpin our employee and customer experience.



Flexible and sustainable employer

Organisational sustainability for One Education involves creating a flexible workforce model that can quickly adapt to changing demands. One Education acknowledges the importance of employee well-being and work-life balance by providing a supportive environment that promotes mental and physical health leading to increased productivity, engagement, and retention. Nurturing effective leaders is a cornerstone of a sustainable strategy, supporting employee growth.



Multi skilled adaptable high performing people

We aim to enable talent, excellent performance and empower staff by providing an environment, systems and culture that supports each individual's growth, while strengthening the organisation for the future. Adaptability skills are what make people and teams more capable of thriving during a time of change, or when faced with new challenges. Our strategic foresight across the educational landscape is exceptional and integral to the success of our customers and our company



Compassionate, engaging and inclusive organisation

Inclusion, collaboration and championing diversity is key to the success of our people, our customers and the outcomes for pupils. One Education aims to embed a supportive and open culture which is positive and fair for all. People operating within our organisation are motivated to create productive professional relationships. One education aims to embed a supportive and open culture which is inclusive, positive and fair to all individuals



Making It Happen and Checking Progress

What will the success factors look like?

Measures of impact will include data (KPI's) but also a number of touch points with employees and differing levels of management and working groups throughout each year for qualitative feedback.



Employees feel One Education is an employer of choice, as indicated by employee feedback



Improved job performance, as indicated by a range of key performance indicators



Positive impact on line management and colleague relationships



Employees feel that the organisation recognises and values the importance of their wellbeing (employee feedback)



The range of flexible working options encourage a healthy work/home life balance and there is a higher engagement with health and wellbeing initiatives

How we will develop the One Education People Strategy

This strategy will be developed and implemented through an interactive process with management and staff involving a series of workshops to support the development of our new values. These engagements will provide opportunities for employees to help shape and influence our behaviour in a positive way that will underpin the reputation of One Education and support the development of our services going forward.



