

HR & People Strategy



QUEST TRUST
Supporting Young People from
Early Years to Employment





Photo of St. Peter's Primary School Pupils

Table of contents

| | | |
|----------|-------|--|
| Pages 04 | _____ | Mission & Vision |
| Pages 05 | _____ | Our Strategy |
| Pages 13 | _____ | Compliance & Risk and Operational Efficiency |
| Pages 14 | _____ | Team Charter |
| Pages 15 | _____ | Attract |
| Pages 16 | _____ | Equality, Diversity and Inclusion |
| Pages 19 | _____ | Priorities for the next 2 years |
| Pages 22 | _____ | Further Information |

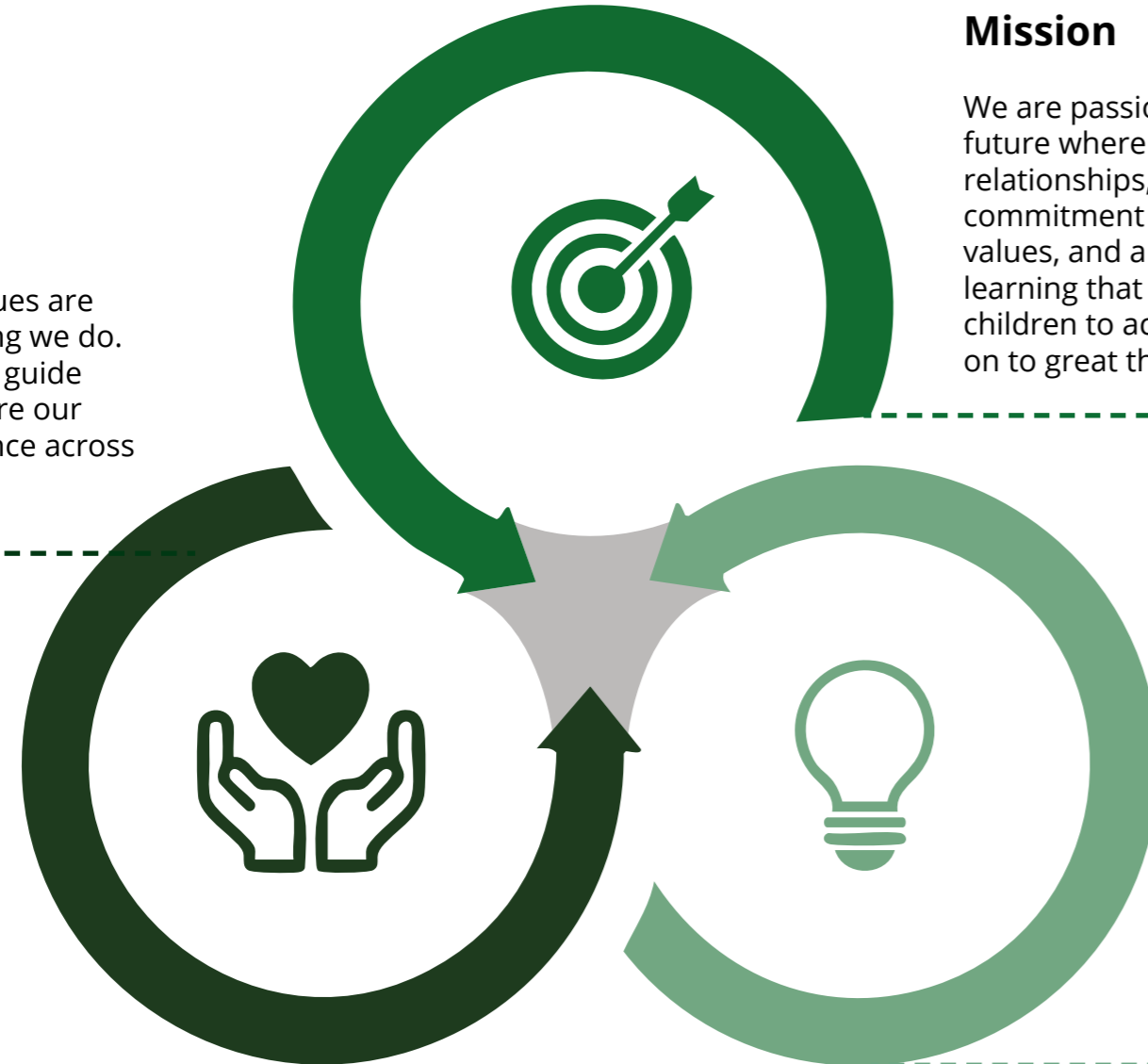
Mission & Vision

Values

At QUEST Trust, our values are at the heart of everything we do. They shape our culture, guide our decisions, and inspire our commitment to excellence across all our schools.

Our Values are:

- Professional
- Compassionate
- Responsible
- Respectful
- Loyal
- Kind



Mission

We are passionate about a future where the power of strong relationships, an unwavering commitment to our faith-driven values, and a focus on lifelong learning that will propel all children to achieve well and go on to great things.

Vision

We understand that people are our most important asset, so we put people at the centre of what we do to underpin the vision of:

'Supporting Young People from Early Years to Employment' Which shows our steadfast dedication to preparing young minds for a lifelong quest for knowledge, character, and service.

Our Strategy

Introduction to our HR & People Strategy

Our People Strategy supports the delivery of the Trust's business objectives of:



Creating a United Trust



Nurturing a Culture of Investment



Developing Strong Accountability Systems



Building long-lasting partnerships to help our trust grow

The strategy will build on our successful people strategies currently in place in our individual schools.

By sharing best practice across all our schools and leveraging the benefits of the scale of the Trust, for example, cross-school development opportunities for all staff, QUEST will operate as greater than the sum of its parts to deliver a compelling, inclusive and sustainable people strategy.



Photo of St. John's Abram Pupils



Photo of Hindley Green Community Primary Pupil

Our HR and People Strategy is designed to create a thriving workplace where every employee can grow, excel and contribute to the success of our schools.

Our Strategy:

Express Commitment

Clearly demonstrates our dedication to our people, reflecting our core values in how we value and treat our staff.

Defines Uniqueness

Developed in collaboration with staff, senior leaders, executive teams, and Trustees, ensuring a holistic and inclusive approach.

Prioritises Development

Places a high emphasis on the growth and recognition of all staff, fostering a supportive culture where high standards are nurtured throughout the employment lifecycle.

Collaborative Creation

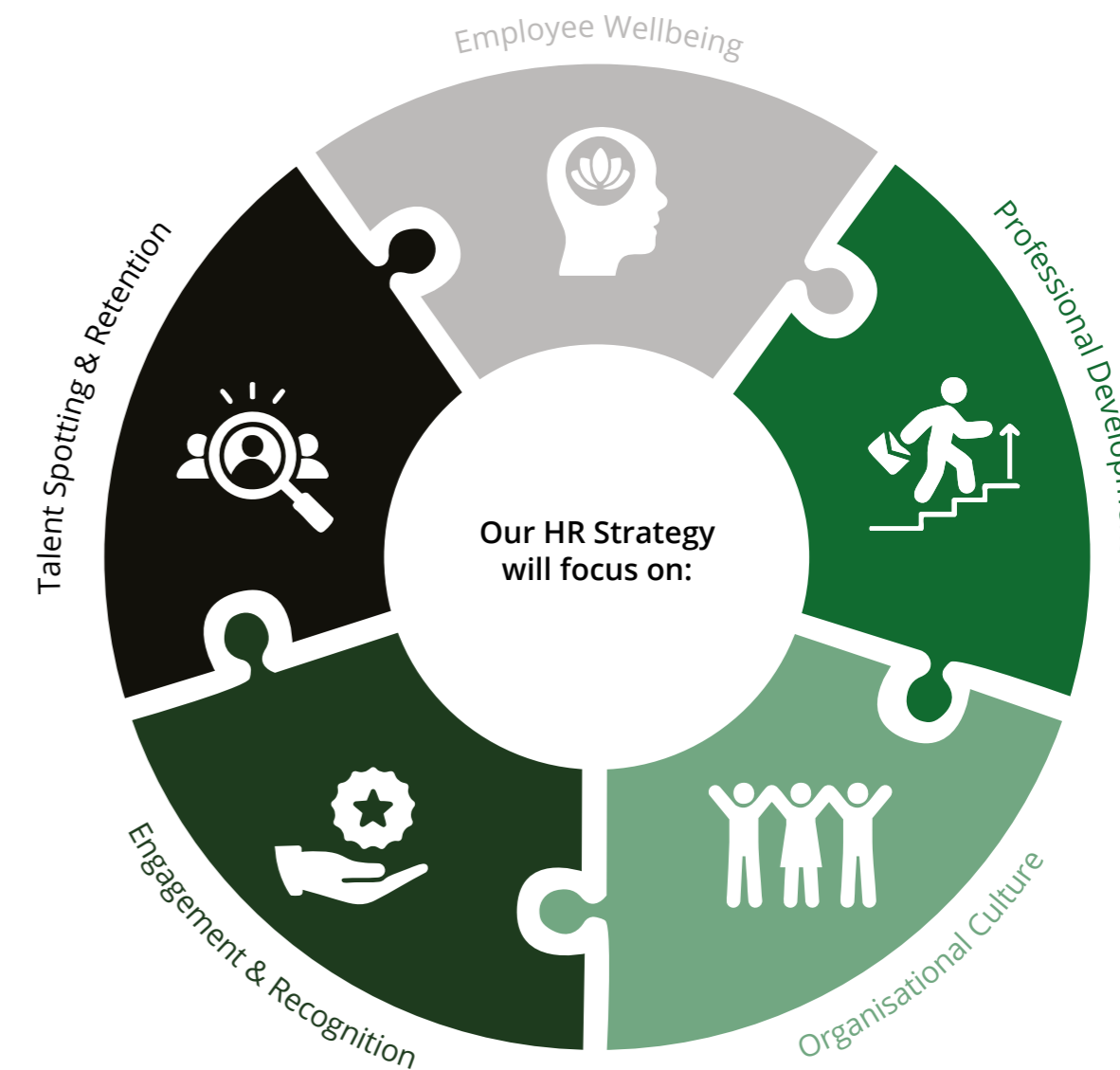
Positions QUEST Trust as a distinguished and aspirational workplace, building a strong employer brand.

This strategy underscores our commitment to building a thriving, supportive, and high-performing organisation.

Employee wellbeing, professional development, organisational culture, talent acquisition & retention.

At QUEST, we are committed to building a nurturing ethos across our school that drives motivation, discipline and dedication which in turn provides our people with the support they need to thrive. We aim to recognise and celebrate all successes whether big or small achievements whilst fostering an inclusive environment where diversity is celebrated, and every voice is heard!

Together, these strategies reflect our commitment to creating an exceptional educational environment for our students and a rewarding workplace for our people. At QUEST Trust, we are dedicated to nurturing a culture of collaboration, respect, and excellence, ensuring that our schools continue to flourish.



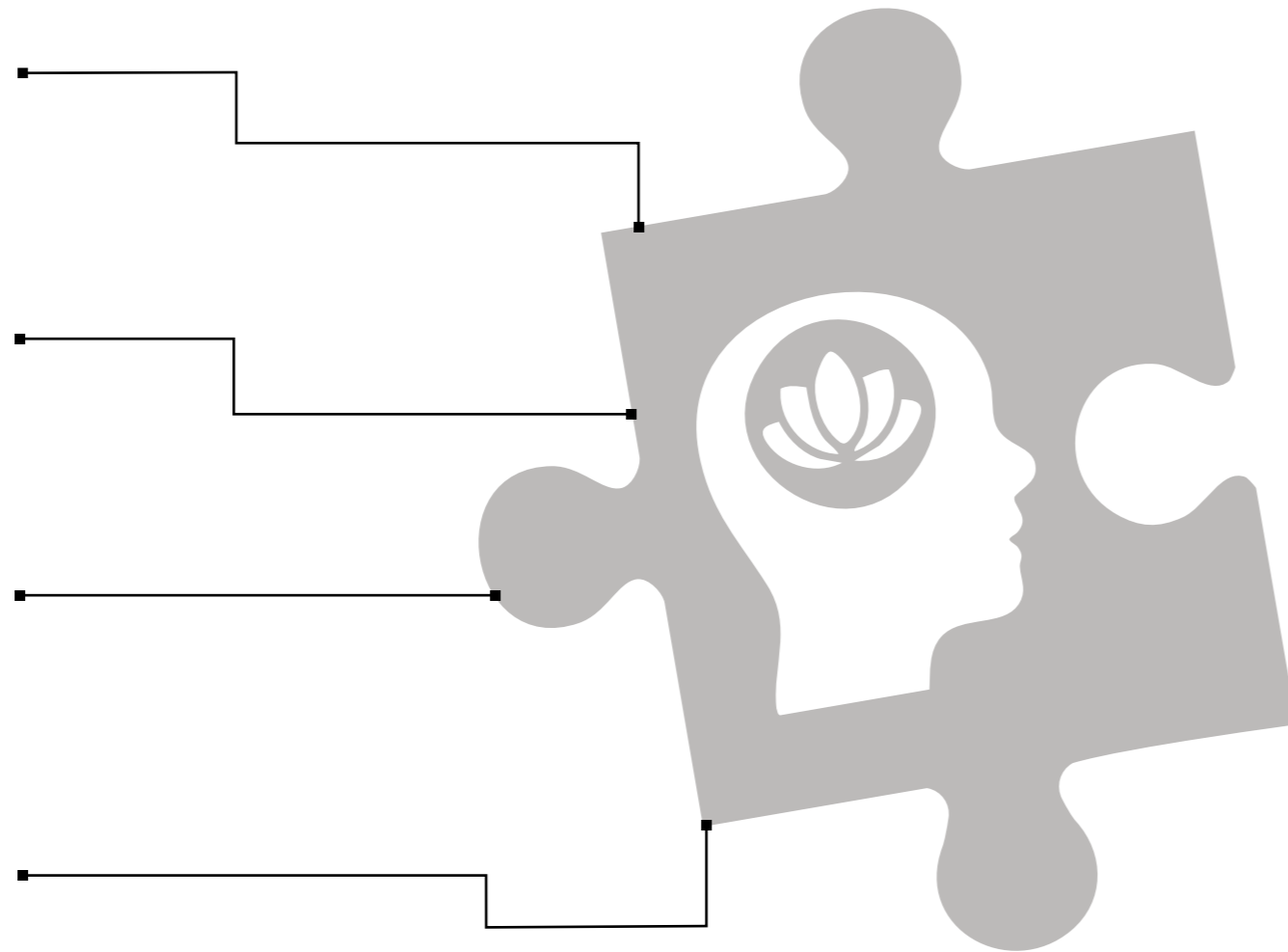
Employee Wellbeing

Wellbeing Programs: Mental health support, wellness programs; dedicated mobile app to access support;

Employee assistance programme, providing access to mental health support, counselling, and other wellness resources;

Support Systems: Trained Mental Health First Aiders both centrally and in each school along with Wellbeing Champions;

Regular staff team-building activities including inset days and across school working to foster a positive, collaborative culture.



Professional Development

Training Programs: Continuous professional development opportunities across all schools;

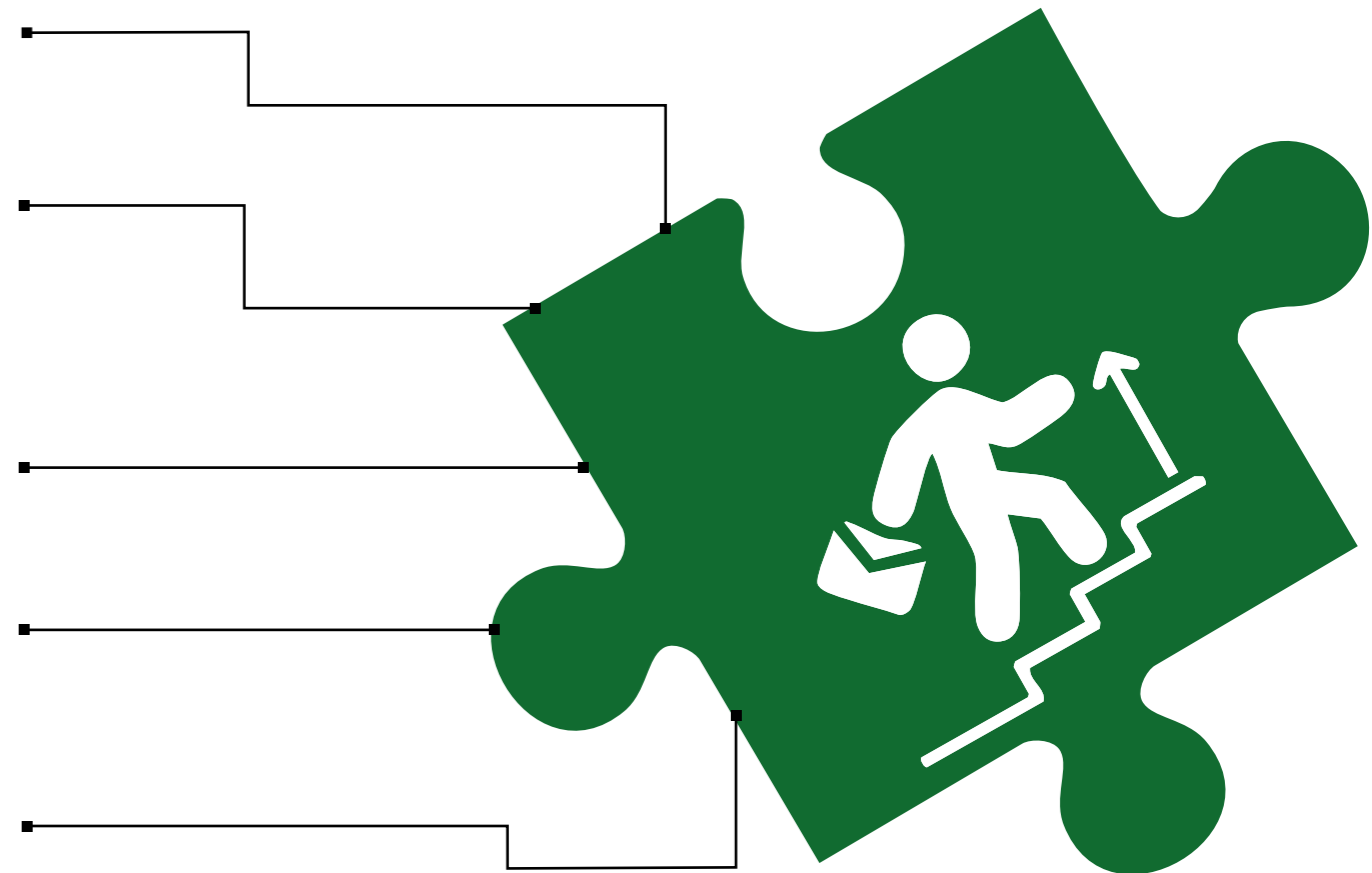
Opportunities for staff to observe best practises and share their expertise across the Trust;

Career Pathways: Clear career pathways across the Trust;

Leadership Development: Building leadership skills at all levels;

Encouragement to staff to take on leadership roles and participate in Trust-wide working groups to support their own professional growth;

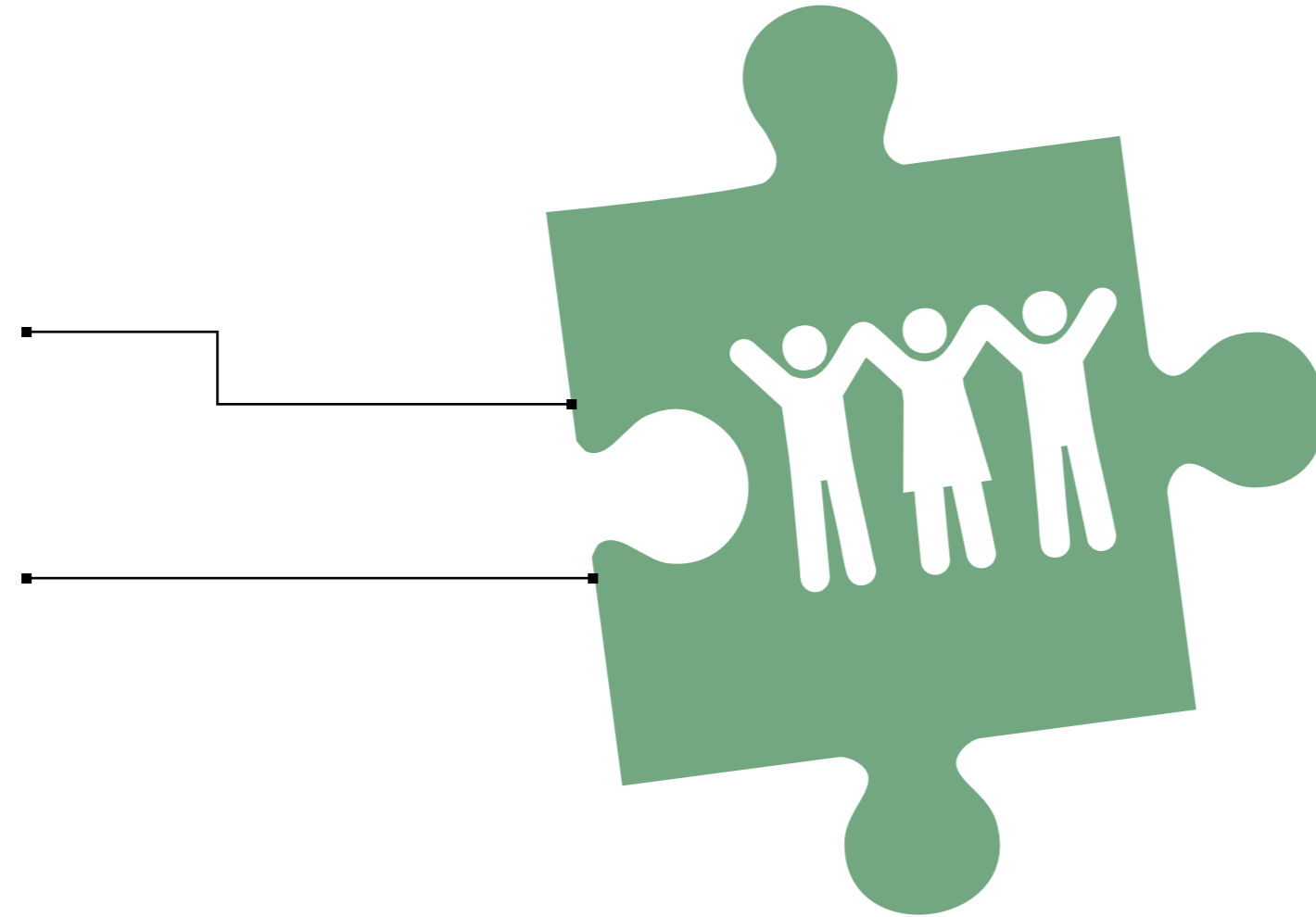
Established a structured CPD programme, with a focus on subject-specific and pedagogical training;



Organisational Culture

Vision and Values: our culture aligns with QUEST Trust's vision and values (collaboration, respect, and excellence -'Professional; Compassionate; Responsible; Respectful; Loyal; Kind')

An Inclusive Environment: Celebrating diversity and ensuring every voice is heard.

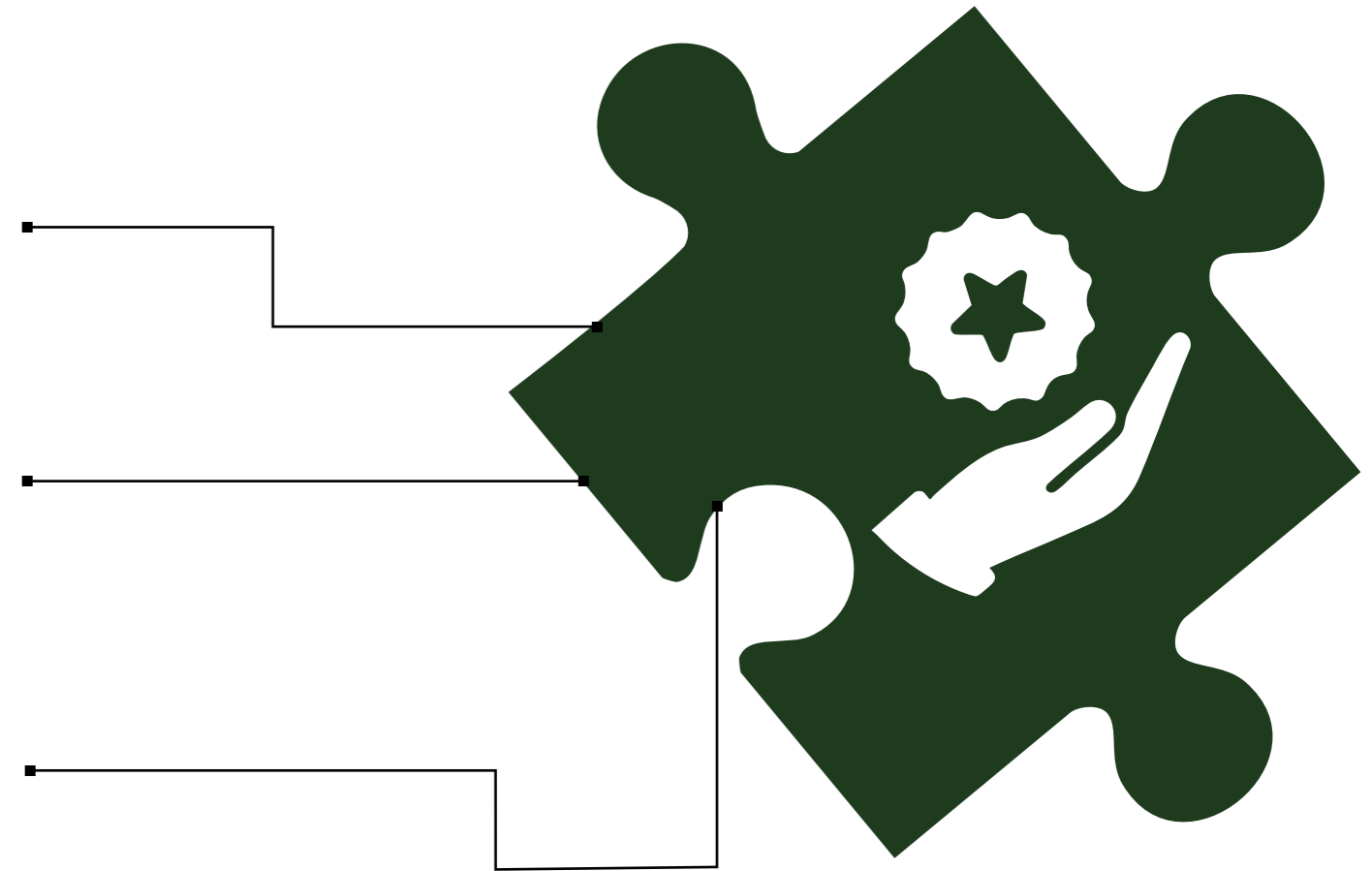


Engagement and Recognition

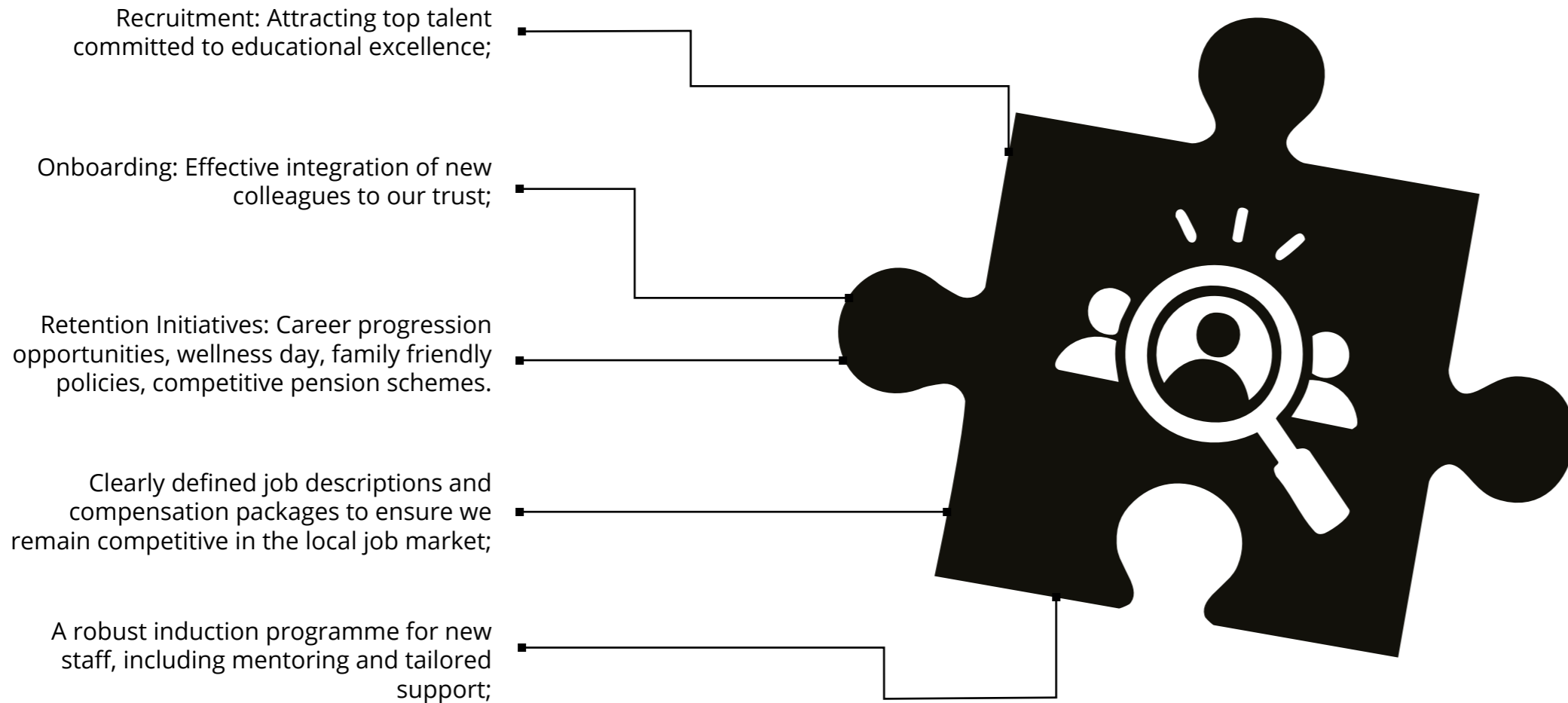
Employee Engagement: Regular feedback to improve engagement.

Recognition Programs: Celebrating achievements and contributions.

Reward System: Acknowledging and appreciating employee efforts and celebrating staff achievements through regular feedback mechanisms.



Talent Spotting and Retention

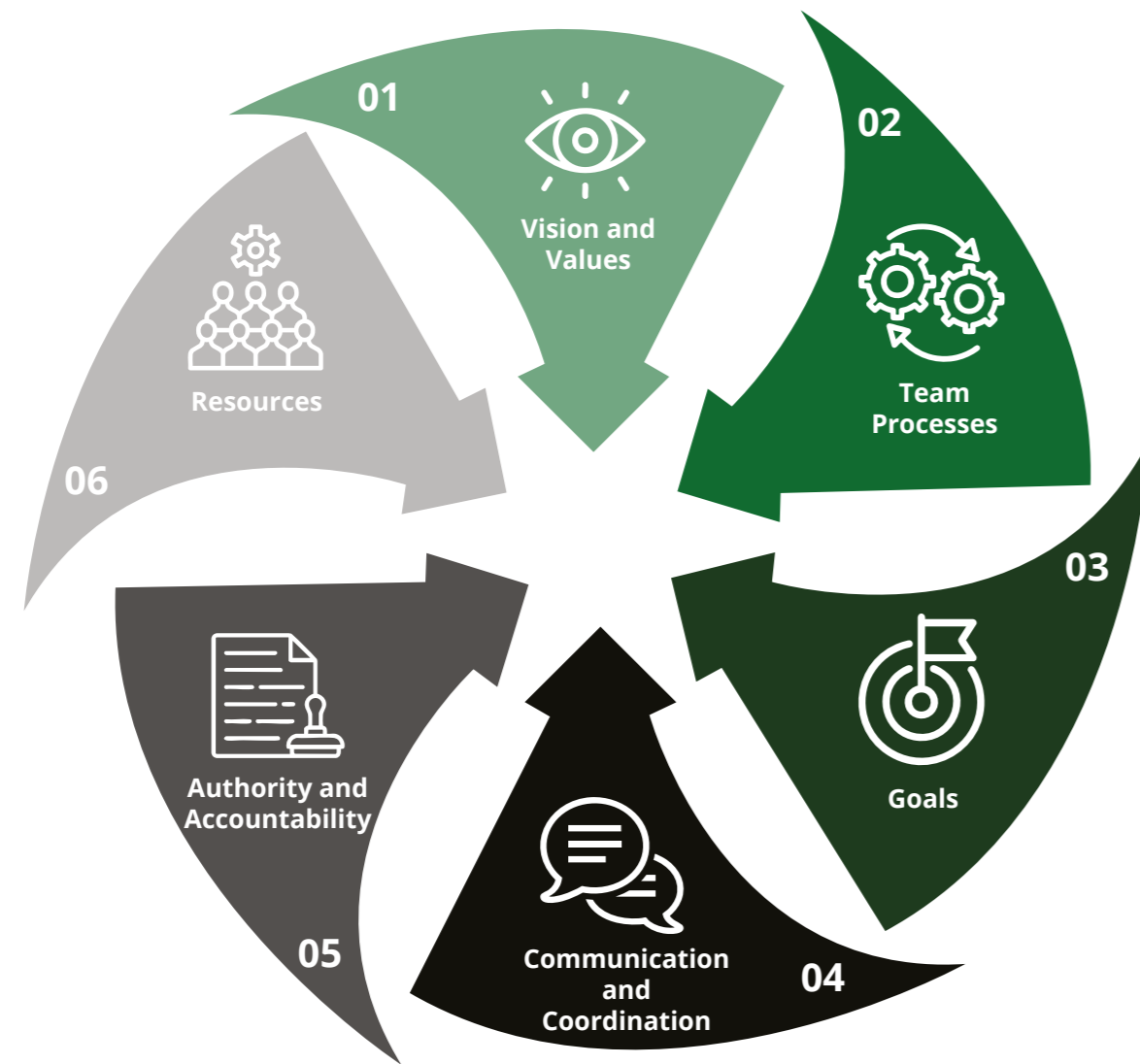


Compliance & risk and operational efficiency

We believe that by attracting and retaining the very best people, streamlining our HR processes and maintaining robust safeguarding measures, we aim to build a strong foundation for our workforce.



Team Charter



Attract

At QUEST we believe in recruiting talented people and developing them to fulfil their full potential. We want our entrants into the trust to become our future great leaders, to continue to shape the future of all our young people, Supporting our Young People from Early Years to Employment.

Support for Staff

By investing in staff, with strong professional development opportunities, we are creating a positive work environment to help boost morale. When our staff feel supported, valued, and equipped with the necessary tools, they can perform better and provide higher-quality education and support to students.

Long-Term Sustainability

A culture of investment contributes to the long-term sustainability of our Trust. By continuously investing in pupils, staff, and infrastructure, we can adapt to changing needs, remain competitive, and provide quality education over time.

Expanded Opportunities

Collaboration opens doors to new opportunities. Through partnerships, we are contributing to the wider system.

Other benefits

- An excellent pension scheme
- Excellent Sickness and Occupational Maternity schemes
- A high quality and supportive induction programme
- Access to high quality and bespoke CPD offer across the trust
- Union recognition
- A high performing school setting with excellent leadership
- The opportunity to develop your career within and across the Trust Schools

Equality, Diversity and Inclusion

Equality, diversity and inclusivity are key ingredients in building a diverse, competent workforce, providing excellent education and promoting the general well-being of our QUEST community. We are an inclusive employer and actively seek to recruit for diversity, for employees, trustees and governors, tackling unconscious bias.

QUEST is committed to treating everybody with 'Professionalism, Compassionately; Responsibility; Respectfully; Loyal and Kind'

Our initiatives and policies in this area are designed to ensure that everyone in our community feels **respected**, and able to contribute fully to our shared mission of 'Supporting Young People from Early Years to Employment'



UCS Sixth Form Pupil

Key Initiatives and Policies:

We have a dedicated Trustee People committee whose purpose is to gain assurance, on behalf of the Board that the Trust is making sufficient progress towards its People priorities to support the delivery of the Trust's strategic objectives and Operational Plan whilst being assured as to compliance with appropriate regulatory and statutory requirements.

Diversity Training and Awareness Programs:

Objective: To raise awareness and understanding of diversity and inclusion issues amongst all staff members.

Implementation: Conduct regular training sessions, workshops, and seminars focusing on diversity, equity, and inclusion.

Inclusive Recruitment and Promotion Practices:

Objective: To ensure fair and equitable recruitment and promotion processes that encourage diversity at all levels of our Trust.

Implementation: Utilise diverse interview panels, implement blind recruitment processes, and establish clear, objective criteria for promotions.

Celebrating Multicultural Events:

Objective: To acknowledge and celebrate the diverse cultures and traditions represented within our Trust.

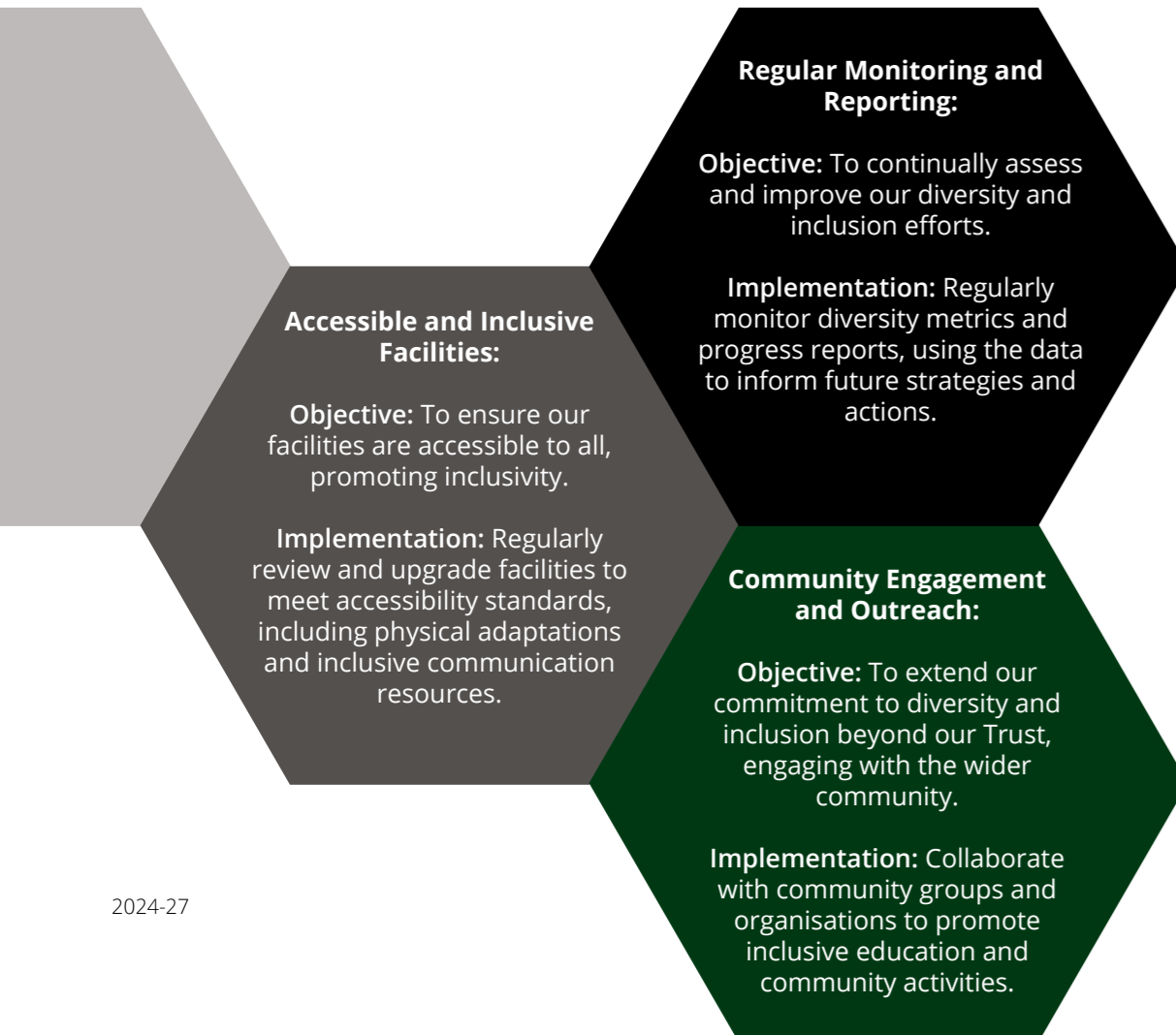
Implementation: Host events and activities that celebrate different cultural events, encouraging participation from all staff and students.

Support Networks and Employee Resource Groups:

Objective: To provide support and networking opportunities for staff from diverse backgrounds.

Implementation: Establish and support various employee resource groups and diversity networks.

Priorities for the next 2 years



To build on the success of our People Strategy, the Trust plans to continue to:

- Conduct a comprehensive review of the strategy, gathering feedback from staff and identifying areas for further improvement.
- Explore opportunities for staff secondments and job shadowing across the Trust to facilitate professional growth.
- Investigate the feasibility of implementing a Trust-wide staff recognition programme to celebrate exceptional contributions.
- Strengthen the partnership with the diocese to align the People Strategy with the Church's vision for education.

| Key Area | Desired outcome | Owner | Timescale |
|------------------------------|--|--|----------------|
| CPD Offer | There is a wide ranging CPD offer which includes staff in all roles. This includes internal and external opportunities. There is an effective, fit for purpose platform to provide CPD opportunities for colleagues in all roles across the Trust Participation rates are analysed and offer reviewed and refined Impact of CPD opportunities is seen through staff development as well as performance | HR Business Partner | 2025 - ongoing |
| Networking | Work with other high performing schools and consultants to develop skills and knowledge | Director of talent and educational development / exec team | 2025 - 2026 |
| Talent spotting and planning | Create a talent matrix for each role across the Trust, aligning CPD opportunities to allow for succession planning in all roles | Director of Talent and Educational Development | 2025 - 2026 |
| HR Policies | There are consistent and effective HR policies that support the full employee lifecycle | HR Business Partner | 2025 - 2026 |

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| Wellbeing | <p>Create a Trust wellbeing group, where champions from each school ensure that views and needs of colleagues are voiced, shaping a strong culture of wellbeing across all schools.</p> <p>There is a Trust Wellbeing Policy which is consistent in all schools Wellbeing is supported through a range of strategies and signposts communicated to colleagues through central systems.</p> <p>Wellbeing surveys to be tailored to inform future initiatives and strategies</p> <p>Workload and wellbeing are high priority across all schools</p> | HR Business Partner | 2025 - 2026 |
|-----------|---|---------------------|-------------|

Targets

1. Recruitment: Increase in applicants and acceptance rates for preferred candidates
2. Retention: Reduction in staff and governor turnover and associated reduction in recruitment costs
3. Staff satisfaction: Increase in employee engagement (via staff surveys)
4. Students: Increase in student numbers as QUEST schools are first choice for local children

Photo of St. Peter's Pupil



Photo of Hindley Green St. John's Pupil



Further Information

For any enquiries or support please contact QUEST Trust:



QUEST Trust
682 Atherton Road
Hindley Green
Wigan
WN2 4SQ



01942 834 000
enquiries@QUEST-trust.org.uk
www.QUEST-trust.org.uk



Mr M Doyle - Chief Executive Officer
Mrs T Hewitt - Chief Finance Officer
Mrs N Richards - Deputy CEO

