



Guilsborough Academy

Guilsborough Multi Academy Trust



PEOPLE STRATEGY 2025-29

Prepared for
GMAT Trust Board

Prepared by
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DEVELOPING AN EFFECTIVE STRATEGY

Committed to Success

Here at Guilborough Multi Academy Trust (GMAT), we are resolute and passionate about ensuring the success of every child, growing stronger together as we strive for excellence, which ultimately comes from our people.

The strategy is guided by essential focus areas and adapts to external factors, as outlined below:





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VISION & MISSION

WHAT IS THE GMAT PEOPLE STRATEGY?

A Unified Approach

Guilborough Multi-Academy Trust's (GMAT) People Strategy is a comprehensive plan which identifies and addresses the challenges in the workforce, ensuring that strategies are implemented to secure progress towards meeting the Trust's overall goals and objectives.

With over 150 staff members in the Academy, we know that our most valuable asset is our people, and we aim to attract, recruit and retain high-calibre staff to ensure our students are supported by passionate, committed and talented professionals.

The mission of GMAT's people strategy is to empower our educators and staff to excel in their roles and contribute to a thriving educational environment.

GMAT aims to create a vibrant school community where every member is supported, valued, and inspired to achieve their full potential. We are committed to fostering a culture of excellence, collaboration, and innovation, where continuous professional development and well-being are integral to our success.

The people strategy aims to ensure that GMAT is an employer of choice:

- Attracting the best people to our organisation.
- Developing and supporting aspirational staff to reach their goals and contribute to the Trust vision.
- Creating a welcoming, equitable and diverse environment in which staff thrive, have a good work and life balance and enjoy a sense of belonging.





PEOPLE STRATEGY OBJECTIVES

Achieving the goals of our GMAT People Strategy will result in a sustainable, knowledgeable, and motivated workforce prepared to guide learning and our organisation into ongoing growth and success.

We will embody a 'people-first' approach, building a strong foundation for our Academy by investing in the people who make it a place of learning and growth.

1 Strategy - The Trust will develop and implement a GMAT People Strategy.

2 Attract & Retain Talent - Develop a robust recruitment process to attract highly qualified educators & staff. Implement competitive compensation packages and professional development opportunities to retain top talent.

3 Professional Growth - Foster a culture of continuous learning and improvement at GMAT through regular training, workshops and conferences. Encourage staff to pursue further education and certifications.

4 Performance Management - Establish clear performance metrics and regular evaluations to ensure accountability and high standards of teaching and administration at GMAT.



5

Diversity & Inclusion - Promote a diverse and inclusive environment where all staff and students at GMAT feel valued and respected. Implement policies that support equity and address discrimination.

6

Well-being & Work-life Balance - Create initiatives to support the mental and physical well-being of staff, such as wellness programmes, flexible work arrangements, and stress management resources.



PEOPLE STRATEGY OBJECTIVES

7 Leadership Development - Identify and nurture potential leaders within GMAT staff through mentorship programmes and leadership training.

8 Effective Communication - Enhance internal communication channels to ensure transparency and collaboration across all levels of GMAT's operations.

9 Community Engagement - Strengthen partnerships with parents, local businesses, and community organisations to support the GMAT's mission and provide additional resources for students and staff.

10 Technology Integration - Leverage technology to streamline administrative processes and enhance the learning experience. Provide training for staff to effectively use educational technology.

11 Sustainability - Promote environmentally sustainable practices within GMAT and integrate sustainability education into the curriculum.





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DELIVERING OBJECTIVES

Well-being Committee & reward initiatives

Research & development

Staff expansion & recruitment incentives

Improved onboarding

Instructional coaching

Bespoke career pathways

Leadership support & development

Improved facilities & resources

Your Wellbeing Matters!

We have signed up to the DfE Education Staff Wellbeing Charter to:

- Give our staff a voice in decision making
- Prioritise the mental health of our staff
- Give managers tools & resources to support the wellbeing of those they line manage
- Drive down unnecessary workload
- Support our staff to take responsibility for their own & others' wellbeing
- Create a good behaviour culture
- Champion & enable flexible working
- Include a sub-strategy for protecting leader wellbeing and mental health
- Establish a clear communications policy
- Support staff to progress in their careers
- Hold ourselves accountable by measuring staff wellbeing

Logo: GUILSBOROUGH WELLBEING COMMITTEE

Your Wellbeing Committee

- Lois Nixon, HR Manager
- Elle McFall, HR Officer
- Jo Rutenicz, Assistant MFL
- Ka Woodrige, Assistant Principal
- Amanda Walsh, Teacher of Maths
- Della Rowland, School Counsellor
- Charlotte Blomcoe, Finance Officer
- Nathan Oliver, Cover Supervisor
- Neil Brown, Careers Advisor
- VACANCY

Mental Health First Aiders

Logo: GUILSBOROUGH WELLBEING COMMITTEE



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JOIN OUR TEAM NOW

& RECEIVE A £1,000 WELCOME BONUS!

LOOKING TO JOIN A SUCCESSFUL TEAM THAT VALUES YOUR HARD WORK AND COMMITMENT?

Benefits & Rewards:

- £1,000 Welcome Bonus*
- £500 Refer a Friend Scheme*
- Free secure onsite parking
- Free onsite fitness suite
- TPS & LGPS Pension Schemes
- Onsite & App based HR support
- Picturesque Rural Setting
- Targeted CPD & Training
- Free Annual Flu Vaccinations
- Dedicated Wellbeing Committee

Brand New Employee Benefits Scheme Launching September 2024!

Apply now via our website: www.guilborough.northants.sch.uk/vacancies

*Qualifying period and terms apply.



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CONTACT US

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