



**Villa Real School**  
*together we achieve*

## PEOPLE STRATEGY

Responsibility: J.Bowe

Date: January 2026

To be reviewed: January 2027

Progress against the four strands of the People Strategy is detailed below:

### **Include and engage**

Following approval of the Equality, Diversity and Inclusion Policy, the Chair of Governors will be discussing and agreeing the School's equality objectives at their monitoring. An Equality Impact Assessment template has been produced and the School will be considering how it pays due regard to the equality duty when developing policy and making decisions.

To improve communication in the School, a Better Health Team has been developed with representatives from all roles.

### **Develop and support**

A Staff Development Policy has been drafted and is included for approval elsewhere on the Staffing Sub Committee agenda.

A centralised system for recording training activity and delivering online packages has been rolled out and training for school-based administrators has taken place. This will improve the management, monitoring and reporting of training in the School. The system is called Synola.

### **Reward and retain**

A hygiene awareness campaign has commenced with the onset of flu season and with so much of absence last year being due to common infectious diseases this is very important. 48% increase Free flu injections for staff are being provided during the autumn term and is welcomed by staff.

Our Staff Development policy is a key part of this section.

### **Attract and welcome**

Safer recruitment processes have been reviewed and adverts include what Villa Real can offer and not just what we need. More SMT and governors are received new Safer Recruitment Training.