



TRUST INCLUSION
DEVELOPING INCLUSIVE LEADERS IN SCHOOL TRUSTS

THE INCLUSIVE PEOPLE LEADER PROGRAMME

Chartered Management Institute Recognised

LEAD PEOPLE BETTER. BUILD MORE INCLUSIVE ORGANISATIONS

An evidence-informed leadership development programme combining expert-led learning, individual coaching, psychometric insight and practical application.

“ **MORE THAN 90% OF COHORT 1 AND 2 PARTICIPANTS REPORTED CHANGING THEIR LEADERSHIP PRACTICE.** ”



2025/6 South Cohort

www.trustinclusion.org.uk

PROVEN IMPACT ON LEADERSHIP PRACTICE

STRONGER, MORE CONFIDENT PEOPLE LEADERS

More reflective leadership, greater confidence, better conversations and more inclusive decision making.

LEARNING APPLIED IN PRACTICE

Participants used IPLP learning in recruitment, induction, team structures, staff support and difficult conversations.

IMPACT BEYOND THE INDIVIDUAL

Participants identified benefits for leadership culture, staff wellbeing, recruitment, retention, communication and organisational consistency.



Supported by and with video contributions from:

- **Nadine Bernard**, Head Teacher; and Founder/ CEO Aspiring Heads
- **Sir David Carter**, former National Schools Commissioner
- **Leora Cruddas CBE**, CEO of the Confederation of Schools Trusts
- **Kasase Kabwe**, EMEA Head of Executive Search at Google and Member of Board Council at Marlborough College
- **Sir Steve Lancashire**, former CEO Reach2
- **John Murphy**, former CEO Oasis Community Learning, Education leadership mentor, adviser and public speaker
- **Bushra Nasir CBE**, Chair Naz Legacy Foundation and Prince's Trust Education Advisory Panel, former Head Teacher, Trust CEO and Trustee

Trust Inclusion has created a totally different accredited people leader programme for school leaders. It includes all the basics of understanding how best to lead people and manage things well. Uniquely, creating, and maintaining an inclusive culture is at its heart, and evident in every aspect of content and facilitation.

Our sector faces the biggest recruitment and retention challenge in our history. Recruitment is more competitive than ever before with teacher supply dwindling to an all-time low.

Research shows that staff retention is shaped by school leadership. Yet many leaders step into people management roles with little training, coaching or support. At the same time, the sector needs to broaden its talent base and accelerate progress towards inclusive workplaces.

It is our mission at **Trust Inclusion** to develop leaders who enable their people to feel included – that is: respected, valued, safe, trusted and therefore have a sense of belonging. We believe inclusive working environments are vital if we are to get value from the diversity that we all have and bring, and all the more crucial if we are to be effective in attracting, retaining and developing an even more diverse and high-quality workforce.

We have brought together a unique team of highly skilled experts to develop and deliver this programme. Our team has deep experience of School Leadership, HR, and EDI practice, along with lived experience of many different aspects of diversity, including accent, age, colour, disability, ethnicity, faith, gender, marital status, nationality, parental status, religion, and sexual orientation.

"The IPLP fundamentally shifted my leadership approach by providing actionable frameworks to embed equity into our Trust's daily operations. It gave me the vocabulary and confidence to constructively challenge systemic biases, directly improving our inclusive recruitment and retention strategies."

PROGRAMME DETAILS

OUR TEAM

WHO WE ARE AND WHAT WE DO

Designed and led by Mandy Coalter, Johan Jensen and Linbert Spencer OBE, bringing together senior expertise in people leadership, HR, inclusive leadership, coaching and organisational culture.



Mandy Coalter

Co-founder of Trust Inclusion
Author, HR specialist, coach,
mentor and change agent.



Johan Jensen

Co-founder of Trust Inclusion
Diversity and inclusion
expert, campaigner and
speaker, coach and mentor.



Linbert Spencer OBE

Co-founder of Trust Inclusion
An inclusive leadership
consultant, coach, mentor
and keynote speaker.



Harry Paget-Wall Collins

Deputy CEO of School Trust,
Executive Coach and
Leadership Development
Facilitator.



Allana Gay

Education consultant,
Headteacher, Racial justice
charity founder.



Lindsay Batchford

Senior HR associate, executive
coach, Trustee of School Trust
and advocate of making schools
great places to work.



Who is it for?

For people leaders across schools and Trusts, including senior and middle leaders, Heads of School, operational and business leaders and central Trust teams.

Each cross-Trust cohort brings leaders together to learn from different roles, schools and organisational contexts.

A blended leadership journey

The IPLP combines two face-to-face development days, six live online workshops, two individual coaching sessions, the McQuaig psychometric assessment and a practical Impact Project. Learning is spread across four terms so participants can apply it in their day-to-day leadership as they progress.

Why IPLP is different

Individual insight

McQuaig and 1:1 coaching build self-awareness and leadership confidence.

Practical application

Participants apply learning through a real school or Trust Impact Project.

Cross-Trust learning

Leaders learn alongside peers working in different roles and organisational contexts.

Inclusion throughout

Inclusive leadership runs through every aspect of people management, rather than sitting in a standalone EDI module.

THE INCLUSIVE PEOPLE LEADER PROGRAMME OVERVIEW

Opening Workshop Face-to-Face

One-day: Term 1
Setting the scene,
Exploring themes

Closing Workshop Face-to-Face

One-day: Term 4
Presenting projects,
Reflecting on learning

Live On-Line

Workshop 1
Term 2

Live On-Line

Workshop 2
Term 2

Live On-Line

Workshop 3
Term 3

Live On-Line

Workshop 4
Term 3

Live On-Line

Workshop 5
Term 4

Live On-Line

Workshop 6
Term 4

BITE-SIZED FOCUSED VIDEO LEARNING MATERIAL FEATURING OUR GUEST CONTRIBUTORS

Coaching Session 1
Live On-Line: Term 2

Coaching Session 2
Live On-Line: Term 4

SCHOOL OR TRUST PROJECT TO EMBED LEARNING INTO DAY-TO-DAY PRACTICE

From learning to organisational impact

IPLP starts with a face-to-face development day focused on inclusive people leadership and self-awareness. Participants then use their McQuaig profile in individual coaching before progressing through six live workshops covering recruitment, communication, people development, performance and feedback, wellbeing and flexibility, and difficult conversations and HR.

Throughout the programme, participants apply their learning through an Impact Project linked to a genuine organisational priority. A second coaching session supports reflection and continuing development before projects and learning are shared at the final face-to-face day.

Learning that leaves the training room

Cohort 1 and 2 Impact Projects have influenced work on staff wellbeing, recruitment and induction, professional development, flexible working and inclusive workplace culture.

Join the next IPLP cohort

Cohort 4

Launches 3 February 2027

Cohort 5

Launches 4 November 2027

Fees

£1,995 + VAT per Secondary / Trust leader

£1,595 + VAT per Primary leader

Special / AP settings: fee based on school phase

Minimum four places per organisation

The fee includes the full programme: two face-to-face development days, six live online workshops, McQuaig psychometric assessment, two individual coaching sessions, Impact Project support, learning resources and CMI recognition/certification.

Contact us admin@trustinclusion.org.uk