

# STRATEGIC STATEMENT

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Vision, Mission and Objectives  
2021-2022

inspire+

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Registered charity in England & Wales (1144507)

Kempton House, Kempton Way, Dysart Road  
Grantham, NG31 7LE



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# INTRODUCTION

inspire+ is an independent sports and education charity. Founded in 2011 we are immensely proud of the impact our charity is having on young people ensuring they are more physically active, lead healthier lifestyles which is contributing to their positive wellbeing.

To continually meet the needs of schools and after extensive consultation with local and regional schools and employers, the charity became a registered training provider in 2017 to meet this demand by both giving schools and employers the opportunity to train staff to support their high-quality PE and school sport aspirations. This was the start of our now extensive and successful apprenticeship training offer.

We are extremely proud to work in with partnership with the hugely reputable Inspire Education Group who have helped ensure any training provision is of the highest quality.

Our curriculum is designed and planned to ensure that the employers with whom we work help shape our provision and training. This enables us to provide an ambitious and inclusive curriculum that develops learners' knowledge, skills and behaviours in order for them to succeed. Our comprehensive apprenticeship training offer supports the overall aims and objectives of the charity.

## VISION

Healthy, Happy, Active  
Young People

## MISSION

Working together to sustain an  
enthusiastic community who  
are healthy, happy and active

## VALUES

Committed and Trusted  
Motivated and Passionate  
High Standards and Expectations  
Community and Partnerships

# STRATEGIC OBJECTIVES

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Provide high quality PE, school sport provision and apprenticeship training

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Increase physical activity levels

3

Support Wellbeing

4

More leaders & volunteers

5

Sustainable provision

## Provide high quality PE, school sport provision and apprenticeship training

Schools that we work with are able to give their children access to the best possible PE and sporting opportunities

### How we do this

- Provide a comprehensive, locally provided, continuous development programme and training for school staff and apprentices
- Support staff and apprentice confidence and knowledge through team teaching
- Working with national partners to provide schemes of work and support for schools
- Support the development of new and existing school staff through our apprenticeship programmes
- Give access to high quality sports coaches who will provide a broad range of inclusive sporting opportunities



## Increase physical activity levels

To ensure young people meet recommended physical activity levels

### How we do this

- Provide school with a range of opportunities to engage children in physical activity
- Provide training opportunities for staff and apprentices to enable them to engage with children to maximise children's physical activity levels

## Support Wellbeing

To commit to work with partners for the 'broader' wellbeing of young people & schools staff and apprentices

### How we do this

- Work with local specialised partners such as Public Health, Youth Sport Trust, 52 Lives and Mindspace to support their programmes for staff, students and apprentices
- Embed the NHS '5 ways to wellbeing' programme to all member staff, students and apprentices
- Offer Mindfulness courses to staff, teachers and apprentices
- Our ambassador visits will focus on educating children on the importance of wellbeing
- Facilitate partner organisations to support our offer to schools

## More leaders & volunteers

Engage & equip the next generation of leaders/volunteers

### How we do this

- Provide opportunities for young people to become a leader through a range of inspire+ leadership programmes such as playground leadership and the Sports Leadership Academy
- Provide opportunities for young people to be Ambassadors who will inspire their peers to be more active and promote national programmes such the Olympics and Commonwealth Games
- Provide leadership qualifications through Sports Leaders
- Give opportunities for young people to recognise their transferable skills and how they can be applied to work situations through our Business Skills Academy
- Give opportunities for parents to become volunteers
- Raise awareness and promote apprenticeship opportunities in local schools



## Sustainable provision

Sustainable High-Quality provision offered to schools regardless of government funding schools receive

### How we do this

- Ensure we maintain an agreed charity reserve funding level
- To continually diversify our income streams
- Secure grants through funding applications
- Be commissioned by local partners to shape and deliver training and apprenticeship programmes



To ensure that these strategic aims, missions and objectives are met, ensuring high quality apprenticeship training

## The charity will

- Abide by a rigorous system of quality assurance based on the regular review and self-assessment of the quality of the services delivered. To comply with the requirements of and observe guidance on the process for review and assessment issued by, partner Colleges, the Funding Agency, the Inspectorates, any relevant authority and any regulatory body and to carry out self-assessments reflecting the Education Inspection Framework.
- Continually improving standards ensuring that effective quality assurance systems are based on continuous self-assessment and the implementation of Inspire+ quality improvement plan. Meet the need of the apprentices, employer and main provider quality assurance and professional standards. Meet with the apprentice to discuss support required, inductions, policies and procedures, training and development, timetables and expectations.
- Complete regular reviews with apprentices to assess targets and celebrate achievements. Tutors and apprentices will review and plan for developments, log 'off the job' learning hours on One File, follow up on targets from previous reviews, support ongoing tasks, provide feedback on observations and monitor overall health and wellbeing.
- Ensure quality planning, quality assurance, quality standards, quality control leading to continuous improvement processes.
- Ensure operational and quality management for apprentices, employers, are in line with our own and partner college high expectations, policies, procedures, regulations and accountability and including SAR and QIPs.
- Embed high quality assurance standards involving evaluating our delivery to ensure that we meet the needs of every apprentice, this may be in the form of Q&A, feedback sessions, 1 to1s, reflective logs, evaluations of individual sessions, SLT drop ins, EQA visits, IQA visits, moderation of work samples to ensure that marking is consistent.
- Provide competent and qualified teaching staff offering learning opportunities that close gaps in learning, outcomes, and achievements whilst providing a safe, healthy and supportive environment which meets the needs of apprentices.
- Deliver personal development and transferrable skills for apprentices to be successful in life.
- Develop a high quality, clear and consistent set of standards to always act professionally



To ensure that these strategic aims, missions and objectives are met, ensuring high quality apprenticeship training

## The employer will

- Ensure that the apprentice takes part in 20% off the job learning and development. The apprentice will be given real tasks and responsibilities in relation to the apprenticeship programme and job role. This will allow them to grow knowledge in the industry and contribute to overall goals and objectives, while still learning new skills.
- Deliver and support the skills required for the on the job role. Employers should take interest and understand the apprenticeship programme and its content. This will get the most out of the apprentice, encouraging their development and tailoring their tasks to complement the training and the apprentice needs.
- Support and nurture the apprentice to enable them to contribute successfully to the organisation.
- Clearly define what the apprentice has achieved so success can be celebrated and their potential can be developed further.
- Meet with the course tutor and apprentice every 8 weeks to conduct progress reviews.
- Ensure apprentices are following the code of conduct and highlight any concerns of competence early to ensure a training support plan is initiated.



To ensure that these strategic aims, missions and objectives are met, ensuring high quality apprenticeship training

## The apprentice will

- Demonstrate the values and behaviours of Inspire+ and their employer.
- Demonstrate 100% commitment to the apprenticeship programme with timely completion of tasks in the commitment statement; attendance to scheduled off the job learning and one to ones with tutors and completion of independent tasks / learning.
- Develop the ability to plan, deliver, evaluate and reflect on delivery of sport and activity opportunities within a local community, predominantly for inactive participants from different sections of society.
- Develop the ability to work in partnership with, amongst others, local sports clubs, youth work settings, community centres, educational institutions and public service personnel, to deliver engaging and sustainable opportunities for people to come together and get active.
- Understand how to modify their behaviour and style and use participant insight to tailor activities that appeal to different audiences from diverse cultures and backgrounds.
- Develop the skills knowledge and understanding to be equipped with the range of tools and techniques that are needed to offer different sports and activities in different environments. This includes both formal and informal activities.
- Develop the ability to understand their limitations, boundaries and knowing how and when to work with specialists from other professions and to seek guidance where necessary.





# Key Performance Indicators

## Apprentices

KPI		2018			2019			2020			2021			2022		
		Target	Actual	Nat Av	Target	Actual	Nat Av	Target	Actual	Nat Av	Target	Actual	Nat Av	Target	Actual	Nat Av
KPI 1	Applications and Enrolments	30	32	N/A	70	62	N/A	100	72	N/A	100	82	N/A	100	tbc	N/A
KPI 2	Achievement	80%	100%	76.00%	80%	92%	72.50%	80%	75%	*tbc	70%	70%	*tbc	70%	tbc	*tbc
KPI 3	Retention	70%	92%	67.80%	70%	85%	65.8	70%	78%	*tbc	70%	78%	*tbc	70%	tbc	*tbc
KPI 4	Attendance	90%	94%	N/A	90%	92%	N/A	90%	95%	N/A	90%	91%	N/A	90%	tbc	N/A
KPI 5	Destinations	80%	100%	N/A	80%	87%	N/A	80%	85%	N/A	80%	84%	N/A	80%	N/A	*tbc
KPI 6	Satisfaction	90%	100%	N/A	90%	100%	N/A	90%	98%	N/A	90%	96%	N/A	90%	tbc	N/A

\*tbc National Average data not available at time of publishing

# Key Performance Indicators

## Employers

KPI		2018		2019		2020		2021		2022	
		Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
<b>KPI 1</b>	<b>Enrolment</b>	30	32	70	62	100	72	100	82	100	*tbc
<b>KPI 2</b>	<b>Satisfaction</b>	90%	98%	90%	100%	90%	89%	90%	92%	90%	*tbc
<b>KPI 3</b>	<b>Reputation and Perception</b>	90%	98%	90%	100%	90%	89%	90%	92%	90%	*tbc

\*tbc National Average data not available at time of publishing