



How do you build a supportive community where teachers can thrive?

Client Story:
Excelsior Multi-Academy Trust

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The logo for Excelsior Multi Academy Trust, featuring the word "Excelsior" in a large, stylized font with stars above it, and "Multi Academy Trust" in a smaller font below it.

Excelsior
Multi Academy Trust



INTRODUCTION

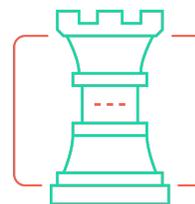
Excelsior Multi-Academy Trust supports their schools to continue to improve and provide children with the best education possible, as well as helping to nurture and develop their personal and social skills. The Trust values of succeeding together, engaging learning, ensuring equality for all and aspiring from the start, shape everything the team does across Excelsior Trust and their schools. Their 'No Outsiders' approach to equality ensures everyone is welcome in all their schools.

"The best way to provide a future for children is to make sure teachers are supported," said Nicola Harrold. This is especially true for disadvantaged schools with students of additional needs. With changing teacher demographics and many teachers exiting during their first few years of teaching, Excelsior MAT needed a new way to support and inspire their teachers.

As they set out to create a people strategy that supported their staff, they looked at different platforms and programs that could help unlock the skill, passion and discretionary effort that would not only support teachers but result in higher quality teaching.

Friday Pulse allowed the Trust to move away from staff surveys and engage with 100% of their workforce and encourage a culture of openness and honesty. More importantly, it helped give staff a meaningful voice on matters that affected them.

The results were immediate.



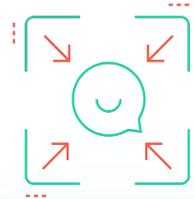
The Business Challenge

BUILDING A COMMUNITY WHERE
TEACHERS FEEL THEY ARE
SUPPORTED AND HAVE A VOICE.



Our Solution

- Began tracking weekly happiness scores to identify problem areas like work-life balance
- Deployed a culture profile to help the Trust understand their environment
- Provided support to line managers on how to support their teams and get the most from the platform



Impact

- ✓ | By tracking happiness scores, staff felt like they were heard and given a voice
- ✓ | The Trust saw significant improvements (10-16 point increases) in areas of team relationships, worthwhile work, accomplishment, friendships at work, pride, appreciation, and learning
- ✓ | Staff feel more involved in decision making than before and that they are part of a team pulling in the same direction



CLIENT STORY: EXCELSIOR MULTI-ACADEMY TRUST



Nicola Harrold

HEAD OF HR AND PEOPLE SERVICES

“ With regular feedback from staff through Friday Pulse, we’re able to provide more supportive school cultures.

We’re able to bring lasting change and encourage aspirations and high expectations that ensure we are succeeding together.



Friday, don't leave it another day

Book a demo to see how your organization can benefit from measuring and improving happiness – the ultimate people KPI.

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