

results. In 2017-2018, we will also seek re-accreditation under the Investors in People (IiP) standard with the focus of the review being to gain further insights into where we can develop our people and organisation.

We work in partnership with our trade unions through our strategic and operational forums and will continue to seek and value the effective contributions of the trade unions to the development of Estyn as a 'best value' organisation.

Equality and staff welfare

We will continue to support a fair and inclusive work environment through delivering the actions within our Strategic Equality Plan and we will promote and support staff wellbeing through actions aligned with maintaining our Corporate Health Standard accreditation at Silver level. Through our inspections and survey work, we will continue to promote equality and identify and disseminate good practice across the relevant education sectors.

Welsh language standards

We will continue to develop and review our policies and procedures, including supporting Welsh language training for staff, in order to improve our Welsh language services and meet the requirements of the Welsh language standards. We will continue to strengthen our capacity to provide bilingual services by recruiting HMI and corporate staff with the necessary language skills. Our Welsh language scheme is published on our website.

Sustainability

Estyn has an established environmental management system in place and we will continue to use the annual 'Green Dragon Standard' accreditation process to identify any opportunities to improve our environmental management activities further and set these out in our Environmental Policy and Statement. Estyn's inspection process continues to ensure that pupils' understanding of sustainable development and global citizenship develops appropriately as they progress through their education.

Performance indicators

We have developed a set of key performance indicators, which support achievement of our strategic objectives and also reflect our delivery principles. Our performance targets for 2017-2018 reflect our ambition to achieve continuous improvement; performance targets and results for the year are published and updated on our website.

Stakeholder engagement

Our Stakeholder Engagement Strategy 2016-2019 outlines how we maintain our relationships with our key stakeholders and listen to their views and ideas so that we can use feedback and information to improve the way we communicate and deliver our objectives and delivery principles. We will continue to do this through our programme of inspector training, joint working with other organisations, national and