Peace Plan 2026-2029

Creating a World Where Everyone Matters

Purpose of this plan: This plan translates the Positive Peace Matrix into a practical organisational framework for Inspire North, linking peacekeeping, peacemaking and peacebuilding to individual wellbeing, relationships, communities, and the environment. Using Professor Hilary Cremin's Positive Peace Matrix as the basis for our peace plan.

Audience	Board, senior leaders, managers, employees, and services
Timeframe	2026-2029
Anchors	Inspire North vision, purpose, values, and Inclusive Growth Business Strategy
Values	People, Integrity, Collaboration and Passion

Our Peace Ambition

Inspire North believes that peace is more than the absence of conflict. Peace exists when individuals can thrive, when relationships are healthy, when communities are inclusive, and when people and planet are respected. This Peace Plan provides a framework for embedding peace across our organisation, services, partnerships, and communities.

The plan uses Professor Hilary Cremin's Positive Peace Matrix, which connects four dimensions of peace with three approaches to change: peacekeeping, peacemaking, and peacebuilding. We also have a solid foundation on which to build and deliver our peace plan. We are striving to become more anti-racist, and we are seeing the impact that is having on recruitment and the reduction in the number of racist incidents being reported by our employees within Inspire North.

We have an Inspire North Carbon Reduction Management Plan in place that sets out our ambitions to reduce our carbon footprint and to be carbon neutral. We are actively working towards improving the EPC ratings of our owned properties and have already achieved a higher rating for many of them.

Our trauma informed approach to service delivery creates a framework that can reduce trauma symptoms and improve recovery rates this links directly to creating inner peace.

Strategic alignment: The plan supports Inspire North's vision of Creating a World Where Everyone Matters and aligns with the values of People, Integrity, Collaboration and Passion. It also complements the organisation's strategic aims for a thriving workforce, innovation, sustainability, and influencing and inspiring wider systems.

The Inspire North Peace Matrix

Approach	Inner Peace	Relational Peace	Community Peace	Ecological Peace
Peacekeeping	Creating psychological safety and wellbeing for employees, volunteers, and people we support.	Establishing respectful behaviours and clear expectations.	Creating safe and inclusive services and workplaces.	Reducing environmental harm and protecting natural resources.
Peacemaking	Supporting recovery from trauma, distress, and exclusion.	Restorative resolution of conflict and relationship breakdown.	Addressing prejudice, discrimination, and community tensions.	Reconnecting people with nature and environmental responsibility.
Peacebuilding	Developing resilience, hope, and self-determination.	Building compassionate and collaborative cultures.	Influencing systems to reduce inequality and exclusion.	Creating sustainable services and communities.

Cross-reference with Inspire North's Business Strategy

The Peace Plan strongly reinforces Inspire North's Inclusive Business and Growth Strategy "Future Proof" 2024–2029. Both documents are rooted in the same organisational vision, purpose, and values, and both describe growth as something that must be ethical, inclusive, sustainable, and grounded in the experiences of clients, tenants, employees, and communities.

The strongest common threads are creating a thriving and inclusive workforce; embedding anti-racism, equity, and dignity; using co-production and lived experience to improve services; strengthening partnerships and influence; improving data, evidence, and social value; and ensuring that growth is sustainable, financially resilient, and environmentally responsible.

Peace Plan theme	Business Strategy thread	Common purpose
Inner Peace	Thriving workforce; people development; trauma-informed and psychologically informed practice.	Both plans focus on wellbeing, belonging, dignity and the conditions that allow employees, clients, and tenants to thrive.
Relational Peace	Collaboration; compassionate leadership; shared expertise; stronger cross-service working.	Both plans recognise that quality, innovation, and growth depend on respectful relationships, learning cultures and restorative ways of working.
Community Peace	Influencing and inspiring; social value; anti-racism; partnerships with communities and stakeholders.	Both plans seek to reduce exclusion, challenge stigma and inequality, and use Inspire North's voice and partnerships to influence wider systems.
Ecological Peace	Sustaining; environmental responsibility; sustainable services, properties, and procurement.	Both plans connect long-term organisational resilience with responsible use of resources, carbon reduction, and sustainable service planning.
Governance and implementation	Effective use of data; systems and processes; measurable outcomes; annual planning and review.	Both plans require clear measures, service-level ownership, and regular review so that values-led commitments translate into practical delivery.

This means the Peace Plan should not sit alongside the Business Strategy as a separate initiative. It can function as a practical values-led delivery framework for the strategy, helping services translate inclusive growth into everyday behaviours, service commitments, partnership activity, and measurable impact.

Strategic Theme 1: Inner Peace

Aim: Support individuals to experience well-being, purpose, hope and belonging		
Peacekeeping actions Maintain trauma-informed approaches across all services. Support employee well-being through supervision, reflective practice, and well-being initiatives. Ensure all policies promote dignity, safety, and inclusion.	Peacemaking actions Provide timely support for mental health crises and emotional distress. Embed restorative conversations following disagreements or incidents. Develop pathways for people to rebuild confidence following adversity.	Peacebuilding actions Expand peer support and co-production opportunities. Promote strengths-based practice and personal growth. Celebrate recovery, resilience, and achievement.

Measures of success:

- Employee wellbeing scores
- Reduced sickness absences
- Increased service-user wellbeing outcomes
- Increased participation in peer leadership opportunities.

Strategic Theme 2: Relational Peace

Aim: Create positive, respectful, and restorative relationship		
Peacekeeping actions Establish behavioural expectations based on dignity and respect. Promote psychologically safe team cultures. Ensure leaders model compassionate leadership.	Peacemaking actions Introduce restorative approaches for workplace and service conflicts. Provide mediation support where appropriate. Enable service users and tenants to voice concerns safely.	Peacebuilding actions Develop relationship-centred leadership programmes. Create opportunities for shared learning and reflection. Strengthen collaboration across services and departments.

Measures of success:

- Reduction in grievances and disciplinaries
- Increased employee engagement scores
- Improvement in collaborative working measures.

Strategic Theme 3: Community Peace

Aim: Strengthen inclusive, connected, and equitable communities		
Peacekeeping actions Ensure services remain safe and welcoming for all communities. Maintain a strong anti-racist and anti-discriminatory approach. Promote accessibility and inclusion across all services.	Peacemaking actions Facilitate community conversations where tensions exist. Develop projects that challenge stigma around mental health, homelessness, and domestic abuse. Use lived experience to bridge understanding between communities.	Peacebuilding actions Expand the Inspire North Peace Conference and Peace Network. Build partnerships within local communities. Advocate for system change that reduces poverty, exclusion, and injustice.

Measures of success:

- Number of community partnerships
- Participation in peace-related activities
- Evidence of influence on policy and systems Increased social value outcomes.

Strategic Theme 4: Ecological Peace

Aim: Recognise the connection between human wellbeing and environmental wellbeing		
Peacekeeping actions Reduce organisational waste and carbon emissions. Embed sustainability into procurement decisions. Promote environmentally responsible travel and working practices.	Peacemaking actions Increase nature-based opportunities across services. Support people to reconnect with local environments. Develop green wellbeing initiatives.	Peacebuilding actions Include sustainability objectives within service planning. Partner with environmental organisations. Support community-led environmental improvement activities.

Measures of success:

- Reduction in environmental impact measures
- Number of nature-based activities delivered
- Improved sustainability reporting.

Peace Commitments for Every Inspire North Service

Each service will annually identify and review four practical commitments:

Inner Peace	Relationships	Community	Ecological Peace
One action that promotes wellbeing, safety, and hope.	One action that strengthens respect, dialogue, and restorative practice.	One action that benefits the wider community and reduces exclusion.	One action that supports sustainability and connection with nature.

Governance and Implementation

Embed the Peace Plan into annual planning, service reporting, and strategic review cycles.

Use the matrix as a reflective tool in leadership meetings, team development days and service reviews.
Review progress annually through a concise Peace Plan update, drawing on existing workforce, service, social value, and sustainability measures.
Share examples of peacekeeping, peacemaking, and peacebuilding practice across Inspire North to build learning and momentum.

Long-Term Outcome

By 2029 Inspire North will be recognised not only as a provider of services, but also as a peace-building organisation that:

- Creates environments where people feel safe and valued.
- Builds strong and restorative relationships
- Strengthens communities and reduces exclusion
- Promotes sustainability and environmental responsibility.
- Influences wider systems to create a fairer society.