

# STAFF CHARTER

## Achieving Excellence Together

We want the best for our staff, and have frequent opportunities to listen to employees to see what works and what could be better. Our culture is open, honest and collaborative. A happy staff is a well performing staff

### Why should you work with our trust?

- Your wellbeing and happiness is of the utmost importance to us.
- Access to regular opportunities to collaborate with colleagues across our schools.
- You will have access to high quality professional development provided by our own Lead Professionals nationally renowned educationalists and through access to national qualifications.
- There may be opportunities for you to gain experience and opportunities beyond your school.
- Pupils are at the heart of everything we do.
- Your opinion matters and your views help to shape the Trust direction moving forward.
- We are a team!

### What Are the Key Goals of Our Staff Charter?

- To ensure that all staff have a sense of belonging and feel part of a valued team.
- To ensure that we appoint and retain the very best staff for our Trust schools.
- To ensure that everyone plays their part in delivering the Trust values:

**Respect  
Collaboration  
Aspiration**

### What Do We Offer All Employees at Our Trust?

- A positive approach to staff wellbeing and work-life balance from the Trust and our schools.
- An annual 'Thank You' day for all staff in recognition of the hard work and dedication shown by our employees.
- All staff employed professionally, including being paid on time and at an appropriate level for their responsibilities and job description.

- A career in an organisation that values individuality and diversity.
- A full range of holiday entitlement and sick pay benefits at least in line with other local schools.
- Access to a highly attractive pension plan for all teaching and non-teaching staff.
- Access to Occupational Health and 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance on any personal and/or work-related matter.
- A range of networks and training for support staff, including school leaders, year group teachers, admin staff and newly/recently qualified teachers through the Early Career Framework.
- Regular wellbeing events across all schools to promote staff wellbeing and celebrate success.
- The chance to feel valued and part of the Trust team, including attendance at online staff updates to learn about Trust matters, schools progress and have your views listened to.
- Full maternity and adoption leave schemes as per national and local schemes.
- Flexible working for all roles across the Trust
- Free eye tests and glasses contribution for all regular Visual Display Users.
- Access to private medical plans via Medicash and Childcare vouchers through payroll deductions
- MAT recognition of work-life balance, including allowing staff to attend family opportunities each year as agreed with the school Headteachers.
- Trade Union recognition and collaborative working with Trade Union representatives.
- Great buildings across our academies, providing positive working environments for all staff.

- Free tea and coffee at each academy for all staff.
- Reduced cost staff lunches across all schools

### What Do We Offer All Teachers at Our Trust?

- Trust continued focus on workload reduction and staff wellbeing, a major annual focus of the Trust through our staff charter and Trust wellbeing plan.
- Guaranteed Preparation, Planning and Assessment time weekly for all teachers in one block, working collaboratively with colleagues.
- Non-contact time for tasks which increase workload at specific times, such as subject leader activities and attending training during the school day.
- Guaranteed access to a 2-year induction programme and NQT time weekly for all Newly Qualified and Recently Qualified Teachers as per the Early Career Framework.
- A focused and supportive Talent Management Programme to enable teachers to move from NQT (and possibly student) to senior leader working within our supportive Trust.
- A collaborative culture through regular training, networking opportunities and chances to work and liaise with colleagues in similar roles across the Trust.
- A strong and rigorous performance management policy designed to aid career progression and value the impact of all teachers and support their career development.
- Regular training opportunities and access to a range of internal and external programmes tailored to your learning needs throughout your career, including access to national qualifications if desired and appropriate for the role.
- Access to a high quality Continuing Professional Development programme delivered annually.