



'Committed to improving the life chances of all children, wherever they may be'

Staff Charter

Approved by: Board of Trustees **Date:** 15th August 2024

Last reviewed on: 15th August 2024

Next review due by: 14th August 2025

Our Commitment to Colleagues

We recognise that happy, motivated and well-supported colleagues can make a huge difference to the achievements of young people. We have high expectations of our teams in delivering excellent quality education for pupils and we are committed to creating an environment where all the staff in our schools have opportunities, and feel supported, developed and appreciated. This charter reinforces our Trust commitment to the Education Staff Wellbeing Charter launched in 2021 by the Department of Education, which states that “everyone working in education has an important role to play in supporting their wellbeing and that of their colleagues.” In supporting this charter, this Trust has already signalled its intent to place wellbeing and mental health at the heart of our decision making. We will support staff to make positive choices for their own wellbeing and encourage a sense of belonging across and between all roles across our schools. We will create an environment where people are trusted and feel safe.

For every colleague who works in our schools we are committed to:

- The best professional development and recognition for all
- Support for personal, as well as professional, wellbeing and mental health
- Focused workload management activity which supports a proper work-life balance for everybody
- Giving staff a voice in decision making
- Creating a good behaviour culture

Professional Development and Recognition

We want all staff to be the best at what they do to deliver the best outcomes for pupils.

In return we are committed to:

- Providing access to development opportunities in schools and across the Trust in a culture of collaboration and teamwork
 - Helping all to achieve excellence through high quality professional feedback and dialogue
 - CPD activities which address school priorities and also enable personal choice
 - Ensuring that professional development activity is aligned to the Standards for Teachers’ Professional Development
 - Appraisal processes which are supportive and developmental
 - Listening, valuing and recognising everyone’s contribution
- The Education Staff Wellbeing Charter [Education staff wellbeing charter - GOV.UK](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/92422/education_staff_wellbeing_charter.pdf)
(www.gov.uk)
- Open and honest communication

Your Wellbeing is Important

We want everyone to attend work regularly, in the best frame of mind to perform to the best of their ability

To support this aim we are committed to:

- Providing access to the tools and resources which support the development of personal health and wellbeing, such as mental health first aiders, wellbeing champions and access to counselling
- Offering peer support, supervision and/or counselling in every school
- Ensuring there are clear staff welfare policies across our schools
- Empowering staff to take ownership of their own wellbeing and look out for the wellbeing of others
- Giving the same consideration and support to mental health as physical health, including in the management of staff absence

- Tackling mental health stigma within the organisation and promoting an open and understanding culture
- Clear structures in every school for HR Matters
- Providing support, advice, and guidance along with strong visibility from the Senior Leadership Team in all schools

Managing Workload

We expect all staff to work effectively at what they do to get the best from every pupil

In return we are committed to:

- Recognising colleagues as individuals who have priorities and responsibilities outside of work
- Providing clear guidance to all stakeholders on remote and out of hours working, including when it is and is not reasonable to expect staff to respond to queries
- Ensuring that school calendars are carefully planned and consulted upon to avoid overload and pinch points in the year, with reasonable notice of any changes
- Ensuring that workload management is a key consideration in the development/delivery of new initiatives and responses to national directives
- Consistent application of policies and processes to ensure a supportive culture around flexible working, and provide support for emergency and special leave
- Regular reviews of working hours, including directed working hours, allocations for all colleagues

Communication and Staff Voice

We are committed to listening to, and receiving feedback from, our staff in all aspects of Trust and school decision making

To support this aim we will:

- Seek regular feedback from all stakeholders, including Local Governing Boards, through meetings, surveys and direct engagement
- Constantly strive to improve the ways in which the voice of staff is included in decision making processes across the Trust
- Draw on the experience of others to support the development of our strategy, processes and policies particularly in relation to communication, and health and wellbeing
- Openly communicate our People Strategy, Staff Charter and support for health and wellbeing
- Encourage all of our people to be honest with each other, and to raise concerns openly in a safe and trusted environment

Creating a Good Behaviour Culture

We will work with staff and pupils to implement and maintain a school wide behaviour policy.

We will do this by:

- Promoting a shared understanding of how good behaviour is encouraged and rewarded, and the sanctions that will be imposed if pupils misbehave
- Supporting staff to create calm, safe and disciplined environments which allow teachers to teach and pupils to learn