

Trust Staff Charter

St John the Baptist



Catholic Multi Academy Trust

SJB CMAT Staff Charter



We value each member of our SJB CMAT community and value our health and wellbeing. Our Staff Charter sets a standard which we all seek to follow; we want to attract and retain staff who enjoy working in our schools, are fulfilled and developed. Our People Strategy, Code of Conduct, and policies such as our Dignity at Work policy and the Education Staff Wellbeing Charter underpin our own SJB CMAT Staff Charter.

YOU WILL BE SUPPORTED TO GROW AND DEVELOP TO BE A GREAT PROFESSIONAL:



- You will have access to development opportunities in your school and across the Trust in a culture of collaboration and teamwork.
- We will help you to achieve excellence through high quality professional

feedback and dialogue.

- Our appraisal processes will always be supportive and developmental, hence we more accurately define it as Performance Development, for both teaching and non teaching staff.
- Our Catholic ethos, integrity and professionalism underpin our approach to accountability.

WE AIM FOR YOUR JOB TO BE SATISFYING:



- Your contribution is important, you will be listened to, and you will be recognised and valued.
- When staff work in teams we will promote openness and collaboration so

that we learn from each other in a positive and constructive way. • All meetings will be well organised and efficiently run.

- We value the importance of clear and appropriate communication, and we commit to this in all we do, and value your feedback to continually improve.
- We recognise the impact leaders have on all colleagues; we support and develop leadership to create the best possible culture for pupils and staff.

YOUR TIME WILL BE RESPECTED & SUPPORTED:



- You will be recognised as an individual, as someone who has priorities and responsibilities outside of your work.

- The Trust has a policy to support colleagues considering working flexibly.
- The Trust has a policy to support emergency and special leave when you need it.
- School calendars will be carefully planned and consulted upon to avoid overload and pinch points in the year, with reasonable notice of any changes.

YOUR WELLBEING IS IMPORTANT:



- You will have access to resources which support the development of personal health and wellbeing, such as advice lines and Mental Health First Aiders. • Employees have access to support through occupational health, and counselling,

financial, legal and personal advice is provided through our Advice line. • You will be enrolled into a Defined Benefit Pension Scheme (TPS or LGPS). • We recognise the benefits of positive relationships with Trade Unions and consult with them regularly.

- You will have access to a welcoming and calm environment in which to take a break.
- We are committed to ensuring equality across the MAT, and that all staff and pupils are treated fairly and honestly, in line with MAT policies.

AS A TEACHER OR MEMBER OF SUPPORT STAFF IN SJB CMAT:



- You will have access to excellent learning opportunities and a record to maximise training and development. We will not grade you or your lessons if you are a teacher. • You will be supported with student behaviour through clear policies, good training

and confident leadership.

- Assessment and marking, teaching and learning and data collection policies support you to ensure your time is used in the most effective way and that workload issues are taken into account.
- We begin from the assumption that main scale M1-5 teachers will get an annual increment on the pay scale, support staff will get an annual increment within their grade, and we work in a culture of utter transparency and 'no surprises' when making decisions about pay progression.
- Time will be provided for collaborative professional planning to reduce your workload and raise standards; this can include additional INSET time.