



STAFF CHARTER

A core principle at Prosperere Learning Trust is Respectful Relationships where acting with care, integrity, and fairness is demonstrated within all our schools and the Central Team.

We value each member of our professional community and value our health and wellbeing. Our Staff Charter sets a standard which we all seek to follow and an environment:

- based on trust and shared values
- respect and positive relationships
- where staff health, safety and wellbeing are incorporated into day to day practices
- where personal and professional development is encouraged
- where support is available when needed

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

As an employee of PLT:

- 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.
- CPD matters
- Integrity and professionalism underpin our approach to accountability.

WE AIM FOR YOUR JOB TO BE SATISFYING:

Your contribution will be recognised and valued:

- Teams will promote openness and collaboration so that we learn from each other in a positive and constructive way.
- Any meetings are well organised and efficiently run.
- We value the importance of clear and appropriate communication, and we commit to this.
- We recognise the impact leaders have on all colleagues; we support and develop leadership to create the best possible culture for pupils and staff. The Trust has a policy to set clear expectations on appraisal and performance management
- The Trust has a policy to ensure any concerns or issues relating to relationships with colleagues or communication are resolved effectively

YOUR TIME WILL BE RESPECTED & SUPPORTED:

You will be recognised as an individual, as someone who has priorities outside of 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 on.

"GREAT SCHOOLS THRIVE BECAUSE OF THE GREAT PEOPLE IN THEM"

YOUR WELLBEING IS IMPORTANT:

You will have access to materials which support the development of personal health and wellbeing.

- Employees have access to support through Occupational health, and counselling, financial, legal and personal advice is provided through Bupa level 1 and our Employee Assistance Programme, provides free 24 hour support.
- You will be enrolled into a Defined Benefit Pension Scheme (TPS or LGPS).
- Prospere Learning Trust recognises the benefits of positive relationships with Trade Unions.
- Prospere Learning Trust is committed to ensuring equality across the Trust, and that all staff are treated fairly, in line with Trust policies.

AS A PRACTITIONER IN PROSPERE LEARNING TRUST:

You will have access to excellent learning opportunities .

- 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.
- Time will be provided for collaborative professional planning to reduce your workload and raise standards; this can include additional INSET time.

