



PEOPLE STRATEGY

2022 - 2027





Introduction

This People Strategy has been developed to provide the framework to achieve our vision of 'truly great students in truly great schools'.

The People in our Trust are our greatest asset and growing and developing all staff to enable everyone to be a leader is central to this strategy. Most importantly, we are a Trust whose people are passionate and rooted in our communities.



Adam Dale,
CEO Leger
Education
Trust

"We want to create a culture of high expectations in a rewarding environment, ensuring truly great opportunities creating truly great people"





Our Vision

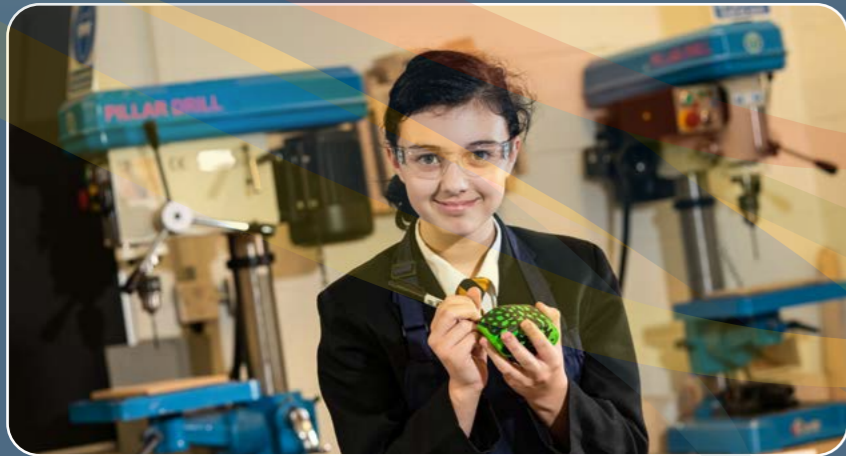
Truly great students in truly great schools

Our Mission

A high-quality learning experience that fulfills all students' potential, shapes their individual character and allows them all to thrive



VISION AND VALUES



Our people strategy is centred around 4 key objectives



Everyone as a Leader

Delivery

Talent

Recruitment & Retention

OUR PEOPLE STRATEGY

Experience

Development

Create the Environment

Develop and Grow; Lead by example

Click below to see our website:

www.legereducationtrust.com

PEOPLE STRATEGY





TALENT

“Join Us...
We welcome people who share our values with the potential, experience or skills to really make a difference. We recognise everyone’s contribution in work and appreciate their life outside work.”

RECRUITMENT

We will recruit staff to our team who share our values of Pride, Ambition, Integrity and Responsibility, each playing a part in creating ‘truly great students in truly great schools’ with a keen focus on skills and potential.

We will maximise our opportunities as a multi-academy trust and employer that can offer a choice of roles and clear progression and career pathways. We will further develop our candidate experience from advert to interview to induction, framing our relationship with staff.

We are actively seeking out new ways of recruiting staff such as through apprenticeships and new platforms to ensure we attract the best candidates.

“Stay with us...
We have created an environment which attracts and retains staff as well as enhancing the capability and capacity of our Leaders to deliver our objectives. We provide exciting career and CPD opportunities for all staff, and recognise and celebrate our individual and Trust success through our Trust Values Awards, Annual Conference, and regular feedback.”

RETENTION

We want to retain our talented and dedicated workforce, ensuring that we maintain the right levels of skills and expertise to deliver high quality education and related functions.

We value and embrace diversity in a positive, inclusive environment.

We provide opportunities to support all our staff to improve their health and wellbeing.





Leger Education Trust is committed to the learning and development of its entire staff to learn and develop the skills and abilities needed to improve the learning experience of our pupils. We believe that all staff, trustees and governors are entitled to professional development to improve the effectiveness of the Trust as a whole, as well as the professional skills of the individual staff member.

High quality training and CPD gives staff PRIDE in themselves and their colleagues; AMBITION to develop their knowledge, skills and understanding; a RESPONSIBILITY to themselves and the Trust to use their initiative and constantly strive for 'beyond the ordinary'; and clear CPD pathways for all staff demonstrates the INTEGRITY that Leger Education Trust applies to all aspects of professional development.

We have a clear pathway for staff in terms of training, qualifications and opportunities. As roles develop or new ones are created, it is important to ensure consistency and fairness, in terms of both grading's, job evaluations, and CPD and training opportunities and requirements. There will be a number of staff for whom personalised CPD is also necessary and desirable.

High quality, targeted training and CPD opportunities ensure that staff are supported through each stage of their career, with clear pathways and built-in flexibility to allow bespoke experiences.

The purpose of continuing professional development and ongoing training is:

- To improve the quality of teaching and learning.
- To enable staff to meet their individual objectives as set out in their performance management review.
- To facilitate the CPD of all staff.
- To involve all staff in moving a school towards the objectives stated in the school improvement plan.
- To provide a systematic approach to development for all staff.
- To provide support and advice for staff.

"We want to identify and develop talent and leaders of the future in order to maximise the potential of all staff and improve the quality of education"



DEVELOPMENT



Rebecca Grange
Executive Director of Operations

"We want to be known as a Trust where staff feel engaged, valued and supported. We will empower staff to excel, develop and challenge themselves. We will enable everyone to shape and contribute to the development of their role and their school, creating 'truly great schools'".

EXPERIENCE

Leger Education Trust is committed to promoting positive mental, physical and emotional wellbeing and will provide suitable support for all members of staff. Taking action to prevent ill health and promote good health makes good educational and business sense, as sickness absence carries high costs both in monetary terms and in terms of the impact upon performance, teaching and learning, morale and productivity, which may disrupt or compromise student progress.

We will provide a working environment in which staff wellbeing is supported and which enables staff to carry out their duties effectively. We have developed an open culture in which mental, physical and emotional wellbeing is taken seriously and in which staff are supported to seek any help and support they need.

Our Wellbeing Champions have developed a wellbeing charter, in consultation with staff, to include a provision of benefits offered to staff. Wellbeing Champions are representatives from all our schools and provisions as well as from the Trust Central team and work to advocate, signpost and support wellbeing initiatives for staff.

PROGRESS SO FAR:

- Wellbeing Champions from cross-section of staff across the Trust
- Wellbeing Champions training
- Wellbeing Champion Apprenticeship opportunities
- Wellbeing Days
- Education Staff Wellbeing Charter adopted
- Mental Health First Aid training for staff
- ECT Wellbeing Support Programme
- Wellbeing Charters in all settings
- Work with external partners/specialists
- Sickness absence data monitored to identify levels and trends in stress related absence
- Employee Assistance Programme
- Healthy Eating support
- Exercise support and discounted on-site gym membership
- Workload considered in implementation of new policies and workflow
- Peer supervision training
- Stress Workshops
- Leadership CPD focusing on wellbeing
- Trust Values Awards
- Health & Wellbeing supported at Trust Board level

NEXT STEPS

Further opportunities for health & wellbeing support/programmes

Evaluation of programme to date and identify additional areas for development



DELIVERY



Leger Education Trust's strategic plan will be delivered through the contribution of the people in our Trust and ensure that the experience of staff reflects our core Values



CULTURE Thriving Together

A strong culture is the key to a successful Trust. We have an open and supportive culture where everyone is challenged. to make a difference



CURRENCY Personal Best

All staff are encouraged and supported through effective training and CPD opportunities to achieve their personal best.



CAPACITY Operational Excellence

We have a strong community of listening leaders who ensure staff have the information and skills they need to excel in their job and ensure that there are clear expectations of what their work priorities and contribution should be.



CHARACTER Preparation for Life

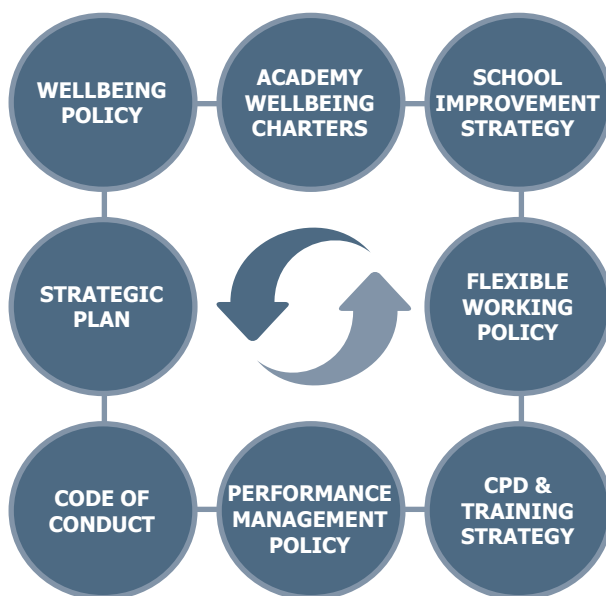
The Trust offers lots of opportunities and support for staff through our Wellbeing programme, performance management, and coaching and mentoring.



TRULY GREAT STUDENTS IN TRULY GREAT SCHOOLS



The People Strategy should be read in conjunction with:



Leger Education Trust

Head Office, Rycroft Road, Norton, Doncaster, South Yorkshire DN6 9AS
Telephone: 01302 700002

info@legereducationtrust.com www.legereducationtrust.com