



Our staff charter

1. We will have the highest behavioural expectations of all students with robust systems in place to ensure that you are fully supported to uphold these standards
2. We will remember the importance of staff wellbeing, ensuring external and internal support is available and that colleagues are able to attend important family events and personal appointments wherever possible
3. Regular secondment opportunities will be available, both within individual academies and across the Trust, including Leadership positions
4. Opportunities will be offered to staff to work across our academies
5. Our recruitment process will be open and transparent
6. Paternity leave will be paid in full
7. Lesson observations will not be carried out as part of trust reviews
8. Lesson observations will not be graded
9. No teacher will be formally observed more than three times in a school year
10. Teachers are able to leave the school site during PPA time
11. Non-TLR holders will not be required to attend more than one after school meeting each week
12. After school meetings will have a published finish time and will end on time
13. There is no expectation that emails will be opened or replied to in the evenings or at weekends
14. Teachers will be expected to produce data on individual students, no more than six times per year
15. Teachers will be fully supported with phone calls and meetings that they are nervous about
16. Performance Management targets will not be based on external examination/test results
17. There will not be a prescribed template for lesson planning and individual lesson plans will not be expected to be presented under normal circumstances
18. Marking expectations will be understanding of the varying demands and contexts within a school