

# Staff Charter



## Community & Culture

Gaining strength from our unity with the magic of our uniqueness

Creating a community of options and opportunities



## Well-being

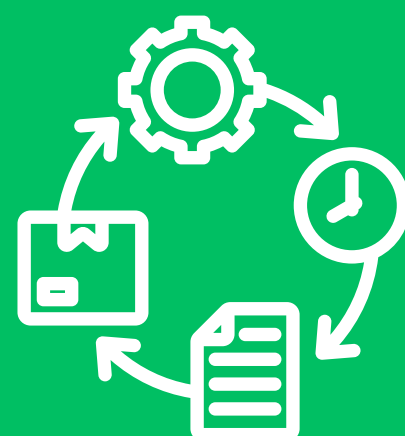
A healthy and safe work environment

A commitment to seeking feedback and value 'staff voice'

Access to a range of support and advice both internally and externally

Recognition and understanding of staff's life outside of school

The option to request two days unpaid leave per year



## Workload

A commitment to regularly reviewing and monitoring working practices

A clear expectation that staff do not respond to communication outside of working hours (i.e. 7:00am - 6:00pm)

New initiatives are given full consideration before implementation



## Growing Personally and Professionally

Access to development opportunities within own school and across the Trust

Recognition of excellence performance

Assessment & Marketing and Teaching & Learning policies support staff to ensure their time is used in the most effective way

A commitment to life-long learning for all staff including:

- Empowering staff to continually improve practice
- Encourage professional dialogue
- Support life-long learning and evidence informed practice



## Staff Voice

Staff can contact [listen@cirrustrust.uk](mailto:listen@cirrustrust.uk) with any suggestions, feedback or concerns they have with the knowledge that the Trust senior leadership team will investigate and treat concerns anonymously where appropriate.

HR Surgeries will be running monthly in schools. This will allow staff the opportunity to meet with HR to raise queries, provide feedback and to voice any concerns that they may have. Look out for HR surgery dates in your school