



Our People Strategy

At Abbey Multi Academy Trust, we value our staff because exceptional learning requires exceptional teachers and an exceptional network of support. We are committed to a working experience, based on our values, where every colleague thrives and flourishes and is trusted to achieve success in their role.

Our People Strategy is fundamental to our Trust's strategic and operational planning and key to us developing our culture and ethos to support our aim to be an employer of choice and the best employer we possibly can be. The strategy aims to pull together all aspects of our approach to looking after our people, to outline initiatives to help optimise stages of the employee life cycle and to enable communication of our intentions.

We want it to resonate with colleagues across our Trust and for them to be able to recognise the aims within this strategy as part of their employment experience. Our strategy is underpinned by our People Charter which outlines key elements of our commitment to colleagues, and which will become part of our offer to potential candidates.

To view the **full version of Our People Strategy** visit our website: www.abbeymat.co.uk/about-us/our-strategy

Our Strategic Ambition

Through the articulation and implementation of the Abbey MAT People Strategy our schools have a positive culture and climate, our people and talent are developed and staff feel supported in relation to workload and wellbeing.





Health & Wellbeing

- Recognise the uniqueness of our colleagues and place wellbeing at the heart of everything we do.
- Support work-life balance and workload to enable individuals to thrive and flourish.
- Provide a safe and healthy work environment and encourage colleagues to maintain and promote their health and those of others.



Colleague Experience & Engagement

- Foster workplace cultures where colleagues feel valued, respected and motivated.
- Value open and transparent communication, provide regular updates on our Trust direction, vision and values.
- Proactively promote good working relationships and develop strategies/policies to address and resolve employee relations concerns when they arise.



Talent

- Attract and retain the best people.
- Define our employer brand to improve marketing of roles.
- Explore flexibility in our recruitment methods, promoting the use of social media to widen our pool of applicants.



Pay & Reward

- Provide fair and equitable pay and benefits packages.
- Maximise the offer to attract and retain staff: exploring new opportunities to support staff with the cost of living.
- Explore the sustainability of current pay structures, terms and conditions; develop elements to maintain a competitive edge.



Growth & Development

- Motivate performance by developing a culture of continuous growth and feedback.
- Maximise and facilitate development of all employees dependant on needs and recognising aspirations.
- Grow great leaders by facilitating development opportunities and supporting understanding of our leadership expectations.



Diversity & Inclusion

- Promote a diverse workforce which represents our communities.
- Create working environments and cultures where all individuals are valued for their contribution.



Operational Excellence

Leading on all people-related matters across our Trust, our HR team provides a comprehensive strategic, advisory and transactional HR service to our academies, leadership and colleagues across all phases of our people life cycle.

Our HR team will:

- Continue to deliver the full range of HR services ensuring the delivery is robust and fit for purpose.
- Ensure that partners providing additional services such as occupational health, EAP providers and payroll providers are value for money.
- Ensure that systems and platforms offer value for money and an excellent experience for colleagues.
- Ensure the HR team is able to support organisational development, growth and change.