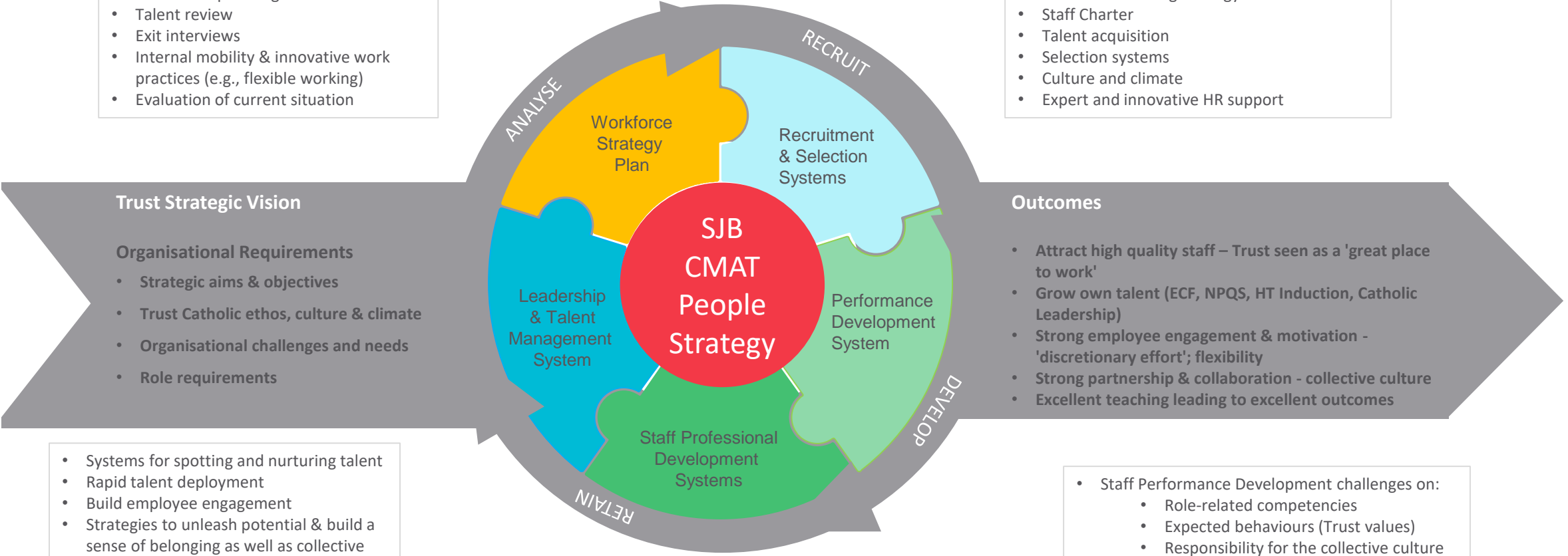


St John the Baptist Catholic Multi Academy Trust People Strategy

- Aligned with Trust goals
- Long-term workforce plan
- Succession planning
- Talent review
- Exit interviews
- Internal mobility & innovative work practices (e.g., flexible working)
- Evaluation of current situation

- Proactive rather than reactive
- Modern marketing strategy
- Staff Charter
- Talent acquisition
- Selection systems
- Culture and climate
- Expert and innovative HR support



Trust Strategic Vision

- Organisational Requirements**
- Strategic aims & objectives
 - Trust Catholic ethos, culture & climate
 - Organisational challenges and needs
 - Role requirements

Outcomes

- Attract high quality staff – Trust seen as a 'great place to work'
- Grow own talent (ECF, NPQS, HT Induction, Catholic Leadership)
- Strong employee engagement & motivation - 'discretionary effort'; flexibility
- Strong partnership & collaboration - collective culture
- Excellent teaching leading to excellent outcomes

- Systems for spotting and nurturing talent
- Rapid talent deployment
- Build employee engagement
- Strategies to unleash potential & build a sense of belonging as well as collective responsibility - e.g., flexible working

- Powerful professional learning for all staff, that brings out the best in people - Trust CPD model
- Induction, coaching, mentoring – aligned to Trust values
- Career pathways
- Recognise, reward and value staff
- Workload reduction & Wellbeing strategies

- Staff Performance Development challenges on:
 - Role-related competencies
 - Expected behaviours (Trust values)
 - Responsibility for the collective culture (school & Trust)
- Feedback from staff
- Engagement surveys
- Capability frameworks /rubrics - e.g., leadership