

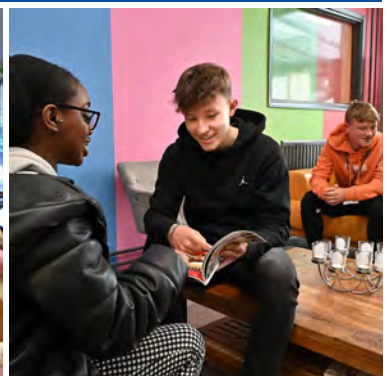


# People Strategy

2022/23 to 2026/27



An organisation built on the principles of **Catholic Social Teaching**





# People Strategy

2022/23 to 2026/27

## Purpose

**The People Strategy has been developed for our Multi Academy Company (MAC) to support the vision and values of St John Bosco Catholic Academy.**

We believe that our vision based on the principles of Catholic Social Teaching make a clear statement about how we value and treat our people, and the culture that we wish to adopt and inspire to enable everyone to achieve and sustain excellence in all areas of our activity, not just now but in the future.

As an organisation which works across multiple sites we want to ensure that we develop a culture of high expectations, equity and equality for our people, providing them with a workplace which enables our people to thrive.

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## Our Mission

We nurture the unique God-given talents of every individual, providing a quality, distinctively Catholic education to our diverse community.

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## Our Vision

- We are ambitious for every child. We will achieve the best possible academic outcomes by challenging and supporting every child to achieve the best possible outcomes.
- We respect and embrace the diversity of our school communities, cherishing and valuing all equally.
- We are a family of schools who work collaboratively sharing our talents and resources for the benefit of all in pursuit of our shared sustainable future
- Our staff and students will bring out the best in each other with high standards of accountability and leadership at all levels.
- We prioritise the Catholic life of all of our schools, nurturing the faith and spiritual development of everyone as part of our Parish and Diocesan family.

***“Therefore encourage one another and build each other up, just as in fact you are doing”***

1 Thessalonians 5:11



## Our Values

Our core values are inspired by Catholic Social teaching and are rooted in the person and the teaching of Jesus Christ as the model for human excellence.

**Our relationships and daily dealings with each other should be characterised by:**

**CARE** FOR EACH OTHER  
**COMPASSION, TRUST**  
AND **RESPECT** FOR THE  
**DIGNITY** AND **VALUE**  
OF EACH INDIVIDUAL

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**STEWARDSHIP** OF THE EARTH  
THE **RESPONSIBILITY**  
WE SHARE FOR THE JUST AND  
**SUSTAINABLE** USE OF ALL OUR  
**TALENTS** AND **RESOURCES**

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**SOLIDARITY** AND **SUBSIDIARITY**  
A COMMITMENT TO **STAND** WITH  
EACH OTHER IN SUPPORT OF  
EACH OTHER WHILE ENHANCING THE  
**CULTURE, IDENTITY**  
AND **HERITAGE**  
OF EACH **PARISH** AND  
**LOCAL COMMUNITY**



## Strategic Vision For Our People

Active succession planning to ensure our Board, central team and schools continue to have the people and leadership it needs to remain effective

Developing our strategy to secure SJBCA as the employer of choice, attracting the best people to our MAC

Development and growth of our people is a priority to retain talent, skills, ideas through wider MAC opportunities, nurture and care

Secure and develop the solidarity of our MAC family



## SJBCA Goals

Our goals have been developed using our strategic plan, feedback from staff surveys and using data to inform our thinking.

### Our goals are:

- Attract, recruit and retain our best people
- Develop, nurture and grow talent
- Provide an environment for people to grow
- Spiritual development and nourishment

***“We are one body, individually members one of another”***

Romans 12:4-8





## Call to Family, Community and Participation

Attract, recruit and retain our best people

Advertising

Quality induction

Employer of choice

Greater social media advertising

MAC presence for induction

Monitor and benchmark job roles

Newly designed adverts

Mandatory training and induction programme

Rewards and incentives scheme

MAC Open Days

MAC Conference

## Dignity

Develop, nurture and grow talent

Personalised professional development

Wider MAC opportunities

Post induction support

Career pathways

Systems leadership

Support networks within the school and wider MAC

Targeted CPD for all staff

Coaching, mentoring & sharing good practice

Probationary reviews

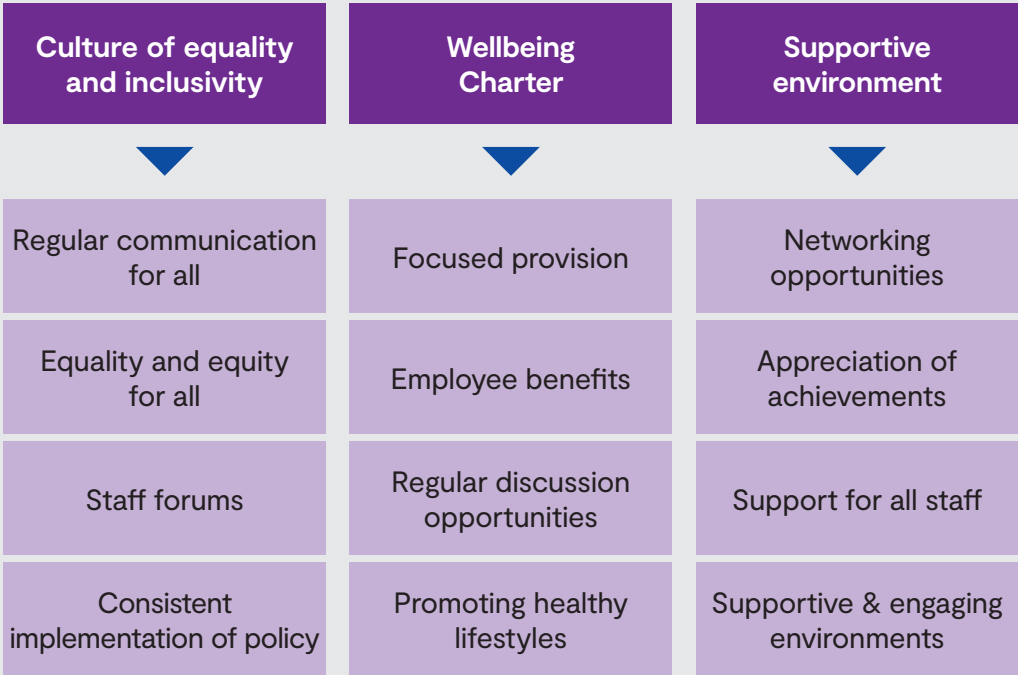
Consistent, quality performance management

Named professional growth lead



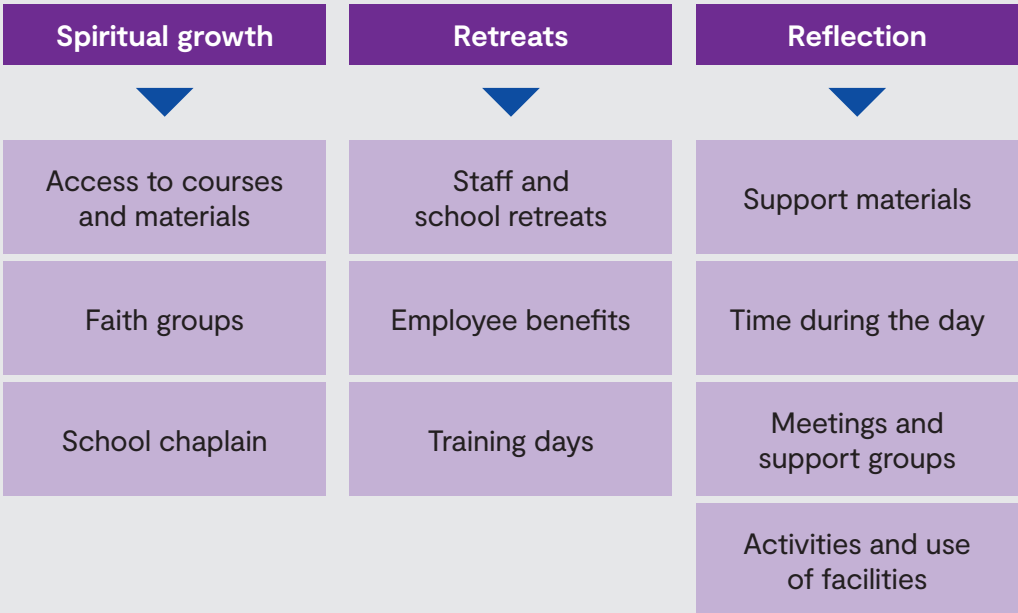
## Solidarity, Common Good

Provide an environment for people to grow



## Care For God's Creation

Spiritual development and nourishment

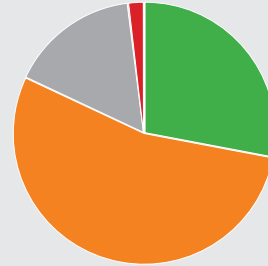




## How your responses contributed to the People Strategy

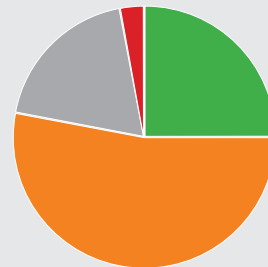
We have a common vision of the impact we want to have, and what we want to achieve in the future

● Strongly Agree	28%
● Agree	54%
● Neutral	16%
● Disagree	2%
● Strongly Disagree	0%



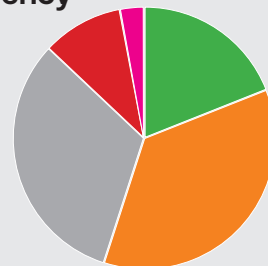
I can see the connection between the vision and my daily work

● Strongly Agree	25%
● Agree	53%
● Neutral	19%
● Disagree	3%
● Strongly Disagree	0%



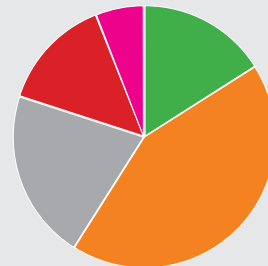
At the school I work in we live transparency

● Strongly Agree	19%
● Agree	36%
● Neutral	32%
● Disagree	10%
● Strongly Disagree	3%



Decisions are communicated clearly and openly

● Strongly Agree	16%
● Agree	43%
● Neutral	21%
● Disagree	14%
● Strongly Disagree	6%

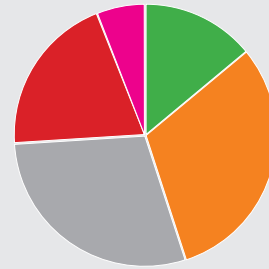






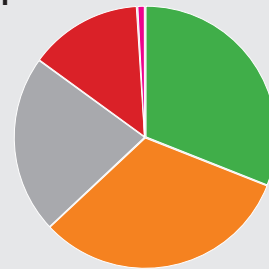
### I am informed early of changes that will affect me directly or indirectly

● Strongly Agree	14%
● Agree	31%
● Neutral	29%
● Disagree	20%
● Strongly Disagree	6%



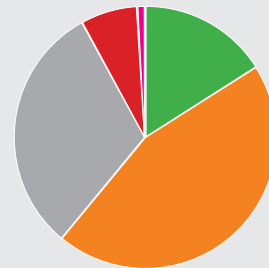
### Team spirit and cohesion among colleagues are top priorities at the school I work in

● Strongly Agree	31%
● Agree	32%
● Neutral	22%
● Disagree	14%
● Strongly Disagree	1%



### The school I work in offers a wide range of professional development options

● Strongly Agree	16%
● Agree	45%
● Neutral	31%
● Disagree	7%
● Strongly Disagree	1%





## Work and Wellbeing Charter

### Emails

Colleagues are not expected to send/respond to any e-mails during evenings and weekends or holiday leave.

### Mutually Supportive

As colleagues we show care, empathy and look out for each other. We make time to check in and ask our colleagues if they are okay.

### Staff Voice

We will provide opportunities for staff voice on decision-making.

### Development and Recognition

Everyone should have reasonable and regular conversations with their line manager. This is to ensure recognition of hard work, effort and good performance; as well as honest and constructive feedback to support continuous development and progression.

### Collaboration

We share good practice, resources and actively network across our family of schools.

### Flexible Working and Diversity

We will work to create a supportive culture around flexible working. We will agree an approach that not only recognises employees' legal right to request flexible working but acknowledges that for some colleagues working flexibly can be a key means of protecting and enhancing their personal wellbeing. We will work to promote diversity – eliminating discrimination, and advancing equality of opportunity.

### Working Day

Everyone should have a positive work life balance. We strongly discourage a culture where colleagues frequently remain in work for excessively long hours.

### Working Practices

We are committed to avoiding initiative overload and assess the value and impact of what we are doing.

### Mental and Physical Health

We are committed to supporting colleagues with their physical and mental health through employee benefits and work based initiatives. We will empower staff to take ownership of their own wellbeing and look out for the wellbeing of others.

### Communication

As colleagues we should communicate effectively. We encourage everyone to speak face-to-face or pick up the phone instead of sending an e-mail.



# Work and Wellbeing Charter

