



LYDIATE
LEARNING
TRUST

ENGAGE, ENABLE,
EMPOWER

People Strategy

People Matter, Relationships Matter



Engage, Enable, Empower



LYDIATE LEARNING TRUST

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EMPOWER

“Our schools can only be the best places for students to learn and grow if we make them the best places for staff to work and grow. To achieve our strategic priorities and affect life chances, we need to acquire, retain and develop a talented workforce.”

Ann Stahler, CEO and Executive
Headteacher, Lydiate Learning Trust



INTRODUCTION AND PURPOSE

Our People Strategy is a key component in driving high performance. It is at the heart of how we will achieve our ambitions as a major multi academy trust. Our People Strategy sets out specific steps that are in place to support all our employees in becoming the very best at what they do. It describes the expectations we have of our people and the way in which our high-performance culture will enhance their career.

Our People Strategy is also the roadmap for attracting, developing and retaining one of our most valuable assets – the people that work with our students and pupils at LLT.

To achieve our ambitions, the Trust has created a culture of continuous learning for our employees, providing ongoing professional development opportunities. Our People Strategy is crucial for the growth and success of the Trust as it sets teachers and support staff up for success, providing the tools and support they need to conduct their roles effectively, and ultimately benefit all students they serve.

This strategy sets out our commitments in four key areas; ensuring life in all its fullness for the people who work alongside us.



OUR ETHOS

“We engage with all within our Trust and beyond to enable them to show the world their particular strengths, their ideas and their passion”

We do this by:

- Empowering individuals through learning
- Fostering a “can-do” attitude that leads to continuous improvement
- Producing confident young adults with high levels of perseverance, proficiency and integrity
- Encouraging families and our schools to work together to support student and pupil learning
- Providing a happy, safe, supportive environment where students can learn effectively
- Developing the whole child with a comprehensive offer of wider curriculum
- Engaging with our students and pupils to inspire, contribute and care
- Developing leadership at all levels for Students, Staff, Governors and our Communities
- Promoting an enterprise culture that creates close working partnerships with business and wider partners
- Committing to having honest conversations about our strengths and our opportunities for growth



OUR VALUES

RESPECT FOR OTHERS

Show respect for and value all individuals for their diverse backgrounds, experiences, styles, approaches, ideas and beliefs.

COLLABORATION

We achieve more when we work together, support each other and collaborate.

PERSONAL ACCOUNTABILITY

Take personal accountability for behaviour, actions, words and results.

COMMITMENT TO SELF & OTHERS

Personal commitment to success and wellbeing of others in your class or team.

CAN DO ATTITUDE

Adopt a determined attitude and work hard to get the job done.

RESILIENCE

We strive harder and are more determined to overcome challenges.

TRUST

We build trust through responsible actions and honesty.

COMMUNICATION

Communicate effectively and listen to one another for understanding and compassion.

SOLUTION FOCUSED

Focus on finding solutions and achieving great things.

PRIDE

Be proud of being part of Team Lydiate, celebrating your own and others' success.

FOUR KEY PILLARS

PEOPLE STRATEGY

Recruitment and Retention

Finding and hiring top talent through effective sourcing, selection, and onboarding processes. creating a positive and productive work environment that fosters employee engagement.



Learning and Development

Providing employees with the necessary skills and knowledge to excel in their roles through training, coaching, and mentoring.



Performance Management

Regularly evaluating employee performance, setting clear expectations and goals, giving feedback, and developing action plans for improvement.



Equality, Diversity and Inclusion

Promoting a culture of diversity and inclusivity that values and leverages the unique perspectives, backgrounds, and experiences of all employees.



OUR SHARED COMMITMENT



The principal responsibilities of individuals, managers and the Trust mean we can work together to support our students.



Individuals are expected to:

- Contribute to setting goals and objectives
- Be clear on their role and contribution to the Team/School/Trust
- Understand the LLT's core values
- Take responsibility for your performance and development
- Keep yourself updated on matters relating to your role
- Ask for (and expect) help when you need it
- Seek to raise and resolve issues and challenges constructively and promptly, looking for solutions
- Respect health, safety, and wellbeing policies
- Keep your management informed of progress and problems
- Take advantage of learning and development opportunities
- Promote your own health and wellbeing and use your leave entitlement
- Support your colleagues and show consideration for others with different working styles and patterns
- Be aware of and always maintain confidentiality where appropriate

Managers are expected to:

- Role model LLT's values in your leadership of the team and how you go about your work
- Talk to you regularly about goals, progress and areas for improvement to help balance workload and recognise wellbeing considerations
- Provide clarity on 'ways of working' within the team, responsibilities and decision making
- Celebrate your successes and communicate the team's progress
- Raise issues proactively and constructively and support you to resolve them, addressing conflict where it may arise
- Make time to discuss your development needs and support you to create a career development plan, putting you forward for development opportunities
- Support you following training to apply what you have learned
- Look for ways to include you in decision making
- Engage you in regular dialogue and listen openly and without judgement to your feedback and ideas for improvements

The Trust will:

- Involve you in setting strategy, goals and objectives
- Help you understand how your role contributes to achieving this
- Treat you with respect and courtesy
- Promote and celebrate inclusion, equality and diversity
- Provide constructive and effective performance and development frameworks
- Engage you in dialogue on an ongoing basis and listen to all views without repercussion
- Acknowledge and recognise your achievements
- Actively design, refresh and promote health, wellbeing and safety policies
- Provide access to information and appropriate support
- Ensure workloads are reasonable and achievable
- Conduct a full induction when you join
- Create varied opportunities for learning and development for all staff

RECRUITMENT AND RETENTION

At Lydiate Learning Trust we believe in recruiting talented people and developing them to fulfil their career ambitions within our schools.

We will:

- Ensure a consistent approach
- Match applications to appointments
- Empower our leaders
- Develop our “Employer Brand”

We offer:

- A competitive salary, which is aligned to National Standard terms and conditions
- A Competitive Pension Scheme
- Employee Assistance Programme
- Regular training and development programmes tailored to your own learning needs
- Opportunities for career progression within school and across the Trust
- An open and collaborative working environment where everyone is valued
- A detailed induction programme
- Incentives

RECRUITMENT & RETENTION



LEARNING & DEVELOPMENT



At Lydiate Learning Trust, career-long professional development is rooted in our commitment to making a positive difference to young people in our community, whilst enabling us to identify and develop our talent at every level so that every individual can perform to the best of their ability.

We offer a thriving hub of collaborative and innovative learning and development opportunities which include:

- A bespoke, personalised learning and development journey
- Opportunities to collaborate and co-construct innovative practices as part of high-performing Cross-Trust teams
- A continued focus on ever increasing your understanding of your role.
- Opportunities to participate in established development networks to further grow as a leader, teacher, or support staff
- Engaging in research-informed practices in relation to the development of pedagogy and practice
- Contributing to both School-Wide and Trust-Wide policy and practice.
- Access to National Qualifications e.g. National Professional Qualifications on Leadership
- Self-directed learning through professional associations such as Geographical Association, UK Literacy Association, National Association for Maths & Numeracy

By going that extra mile, together we can strive for excellence and fulfil aspirational career expectations.



Scan QR code to find out more about our Professional Learning & Development

LEARNING & DEVELOPMENT

Lydiate Learning Trust's commitment to teacher development begins with our own accredited teacher training centre, Associated Merseyside Partnership SCITT. Working with over 80 schools across the North West, we train primary and secondary teachers on a school centred Initial Teacher Training or a postgraduate apprenticeship programme.

Our new teachers qualify with QTS and a PGCE after following an innovative personalised programme that ensures they are ready for their first post.

It is with great pride that we see our new teachers flourish in the classroom benefiting many pupils across the North West. They also have a strong foundation to build their teaching career with many now promoted into leadership roles.

We offer support that aims to get Early Career Teachers working at a high level quickly. AMP SCITT provides a suite of support building seamlessly on initial teacher training.

Onboarding is a key part of our approach to embracing new staff. This includes raising awareness, introduction to policies, safeguarding training and an introduction to our approach to Teaching & Learning and pastoral systems. We also provide opportunities relating to team building and wellbeing. Every member of staff is introduced to a mentor.



APPRAISAL MANAGEMENT

Our Appraisal (Support & Teachers) policies outline our approach to helping our teachers and support staff to become the very best version of themselves; supporting them to make the next steps but also creating a culture that encourages them to stay and grow with us. Professional growth within our trust has several purposes;

- To build and enhance expertise, and secure continuous growth and improvement
- To enable reflection on strengths and successes, and areas for further growth
- To recognise and promote a culture of professionalism



EQUALITY, DIVERSITY & INCLUSION

At Lydiate Learning Trust, we believe that equality, diversity and inclusion mean creating an environment where differences are celebrated, and everyone has an opportunity to be their best self. We believe that a fair and inclusive world is one where everyone has the chance to succeed. After all, that is the world that we want to live in and it's why we embrace the talents, backgrounds and abilities of all of our colleagues.

Through Equality

LLT promotes equal job opportunities and fairness for employees and job applicants. The Trust ensures that people are not treated unfairly because of reasons protected by discrimination law ('protected characteristics' because of sex, age or race).

Through Diversity

We have a diverse range of people in the Trust, with different ages, religions, ethnicities, people with disabilities and all genders. It also means valuing those differences and ensuring that the environment is safe and inclusive so that people can be authentically themselves.

To avoid bullying, harassment or discrimination, the Trust make sure:

- All employees understand what is protected by discrimination law
- what's expected under discrimination law is embedded in the Trust
- that monitoring and training are provided to support equality, diversity and inclusion within the Trust

Through Inclusion

All Trust employees feel valued and feel safe to:

- come up with different ideas
- raise issues and suggestions to managers, knowing this is encouraged
- try doing things differently to how they've been done before, with management approval

continued overleaf...

EQUALITY, DIVERSITY & INCLUSION

The Trust will:

- Set equality objectives (reviewed annually) and publish information to demonstrate its compliance with the public single equality duty
- Seek to ensure that the Trust Board and Academy Governance Committee's recruitment attracts a representative sample of our neighbourhoods, in particular, we aim to have balanced gender composition. In the case where this balance does not represent the population, we will formally review our recruitment efforts to ensure they are inclusive and make improvements where appropriate
- Report on how the Trust is doing on its representation priorities for the Board and the management team
- Review all policies and practices on a rolling basis to ensure that they meet legal obligations, and work to exceed these
- Create a culture that drives positive behaviour
- Have clear complaints procedures and report on complaints annually
- Bi-annually review recruitment processes to ensure that our practice supports our vision
- Ensure our procurement criteria are inclusive and support Lydiate Learning Trust's values
- Work in partnership with organisations that support Lydiate Learning Trust's vision and values



WHAT WE OFFER

At Lydiate Learning Trust we believe in recruiting talented, capable people and developing them to fulfil their career ambitions so that we Engage, Enable and Empower our young people.

We offer:

- A future vision map and professional development
- A friendly Trust which looks after the wellbeing of its staff
- A highly competitive salary
- Coaching (internal and external to the Trust)
- A staff development programme and appropriate CPDL
- A high quality and supportive onboarding programme
- Family friendly policies
- Excellent occupational health and employer assistance programme
- A modern and relevant approach to appraisal
- Cycle and Technical salary sacrifice scheme
- Annual Flu Jabs
- Hybrid working
- An excellent Pension Scheme
- Union recognition
- Personal recognition and reward



EMPLOYEE BENEFITS

Flexible Working

All Trust employees are entitled to request flexible working arrangements in accordance with the family friendly policy.

Pension Schemes

All Trust employees will be enrolled in:

Teacher Pension Scheme (TPS)

Merseyside Pension Fund (Support staff)

Employees can elect to opt out of the pension scheme

Employer Assistance Programme (EAP)

All Trust employees are enrolled into the SmartClinic occupational health and wellbeing package, giving you 24-hour employee assistance line, self-support and guidance and an app.

Education Staff Wellbeing Charter

Cycle To Work Scheme

TechScheme

TechScheme is a salary sacrifice benefit where you can purchase technical goods from Curry's without undergoing any credit checks. You can select from over 5,000 technical products such as a laptop, games console or washing machine. Repayments are over a 12-month period straight from salary resulting in NI contribution savings.

Discounted Gift Cards

You can save up to 10% on big brand gift cards including Costa, River Island, Asda and M&S.

BYond Card

Prepaid spending card dedicated for all your shopping needs for £5.00 a year. Earn 15% cash back on your card when you spend on a weekly food shop, gifts, experiences and meals out. Valid at over 80 national retailers in store or online. With no overdraft or credit, there is no chance of overspending and you can easily keep track.



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