

PEOPLE STRATEGY

2024 -2029



Four Schools, One Family

A family of great schools, where every child gets the best start in life and the opportunity to thrive

Our Priorities



1 Build Strong Foundations

Embed robust systems that address vulnerabilities and challenges across our schools, and build capacity for continuous improvement.



2 Inspire People

Foster a culture of professional learning, collective efficacy, and wellbeing to build capacity across the trust.



3 Provide An Ambitious Education

Offer a broad, challenging, and inclusive curriculum that equips children with the knowledge, skills, and experiences to thrive.



4 Improve Outcomes for All

By supporting growth and nurturing potential, we ensure every child gets the best start in life.

Our Values

Put pupils first

Prioritise each child, and create opportunities that pave the way for their growth, their success.

Learn together

Build collaborative communities where knowledge, talent and expertise flourish.

Act with integrity

Be authenticity, be honesty, respect and care for others and do what's right.

Make a difference

Have the passion, resilience and courage to take action so that we have the greatest possible positive impact on others.



INTRODUCTION

The People Strategy is central to our Trust's strategic planning and is fundamental to developing an organisation in which the Trust strategic aims are able to be achieved.

It is important that we are recognised as a great employer. We want to attract, recruit, retain and develop the best staff for our Trust and ensure that they reflect the diversity of the schools and communities that we serve.

This People Strategy:

- Makes a clear statement about our commitment to our people – how we value and treat our staff, in line with our core values.
- Seeks to highlight the Trust as unique and one where staff aspire to work, building on a clear employer brand.
- Gives high priority to the development and recognition of all staff, strengthening teams and developing a nurturing culture where high standards are expected, encouraged and developed throughout the employment lifecycle.

The Trust's commitment to continuous learning, a healthy workplace, and collaborative creativity empowers all staff to embody resilience, passion, and purpose. This supportive environment enables our people to grow, lead by example, and inspire those around them to achieve their full potential.



Continuous Learning

At Brontë Academy Trust, our staff are our greatest asset. We aim to create a culture of continuous improvement, investing in an engaged, motivated and happy workforce where employees feel valued and motivated to contribute their best efforts.

We achieve this by:

- Providing a comprehensive induction programme for all new staff to post.
- Ensuring every adult in every classroom is as good as they can be in what they teach (curriculum) and how they teach (pedagogy)
- Ensuring quality and purposeful feedback is offered to all staff on a regular basis, with staff being praised and recognised for great work
- Building a professional learning offer which encourages staff to take responsibility for their own development supported by our appraisal system
- Scaffolding growth and development at every stage of the employee lifecycle, ensuring it contributes to a highly engaged, high-performing workforce
- Investing in quality and relevant CPD for all staff
- Developing a meaningful and developmental appraisal system
- Ensuring systems are in place to spot and nurture talent and to enable rapid talent deployment
- Developing current and future middle and senior leaders to ensure that they are equipped with the right skills and abilities
- Building relationships with external professional development providers who are aligned to our values and vision (for example apprenticeship providers, Teaching School Hubs, local education providers)
- Creating early career opportunities through appropriate work experience, apprenticeships and work placements



Collaborative Creativity

We strive to bring together schools, staff, students, and the wider community to foster innovation, share best practice, and achieve excellence.

Develop Internal Collaboration by:

- Creating opportunities for teachers to work, learn, and innovate together, fostering a collaborative culture that accelerates school improvement and professional growth.
- Establishing subject- and phase-specific curriculum network teams to empower curriculum leaders, share best practice, and drive innovation across schools.
- Organising regular Curriculum Network Days to promote meaningful collaboration, high-quality professional development, and sustained peer-to-peer support.
- Facilitating impactful networking opportunities for senior leaders to collaborate on enriching educational experiences and champion school improvement initiatives.
- Developing structured Governor Network Groups to strengthen governance, share strategic insights, and promote effective oversight across schools.
- Hosting cross-school events — including Trust-wide sports tournaments, music festivals, performances, and awards ceremonies — to bring pupils and staff together in celebration of talent and achievement.
- Cultivating a vibrant Trust-wide culture through shared celebrations, collective traditions, and symbolic events that foster a sense of belonging, unity, and pride.

Develop External Collaboration by:

- Creating meaningful opportunities for parents to engage in school life through parent forums, workshops, and volunteer initiatives that strengthen home-school partnerships.
- Actively listening to parents and the wider community, ensuring their voices influence school decisions, policies, and priorities.
- Collaborating with the local authority and the Department for Education (DfE) to align with national best practices and access resources that support student achievement and well-being.
- Building strong partnerships with local schools and Multi-Academy Trusts (MATs) to foster knowledge-sharing, resource pooling, and the adoption of innovative teaching strategies.
- Establishing purposeful relationships with local businesses, charities, and public services to enrich students' learning and expand their community engagement opportunities.
- Integrating community-focused projects into the curriculum, empowering students to address real-world issues such as environmental sustainability, food insecurity, and social justice while developing key life skills.



Healthy Workplace

Brontë Academy Trust commit to making our Trust a healthy place to work by putting wellbeing at the heart of our decision making. We support staff to make positive choices for their own wellbeing and encourage a collegiate culture across and between all roles in our establishments. We commit to developing a long-term strategy for improving staff wellbeing through the Brontë Wellbeing Charter.

THE BRONTË WELLBEING CHARTER WILL:

Prioritise Staff wellbeing by:

- Tackling mental wellbeing stigma by promoting an open and understanding culture where mental wellbeing is openly discussed and staff are encouraged to seek help and support when required
- Giving leaders access to the tools and resources they need to support the wellbeing of those they line manage
- Enabling staff to access online courses where they can learn about wellbeing key areas and also find strategies to support themselves and others.
- Providing a safe and healthy working environment that promotes staff wellbeing and reduced levels of sickness absence

Drive down unnecessary workload by:

- Working proactively to drive down unnecessary workload, making use of available tools
- Using a variety of tools (meetings, surveys, staff wellbeing champions, line management, staff training sessions) to proactively gain the views, opinions, experiences and ideas of all staff of how workload can be reduced
- Further embedding policies, systems and practices we have already in place that have been designed to improve quality whilst reducing workload; such as marking policies, administration support, joint planning, curriculum maps, coaching communities.

Give staff a voice in decision making by:

- Consistently striving to improve the ways in which the voice of the staff is included in the decision-making process across establishments.
- Proactively engaging with all key stakeholders
- Ensuring that decisions are effectively communicated with employees.



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