





CtKCC

Christ the King
Catholic Collegiate

Our People Strategy

2023-2024



Our People Strategy for 2023-2024 has been created in line with our overall aim of applying HR practices and solutions to support the business needs and delivery of the Multi Academy Strategic Development Plan.

Our HR strategic vision is:

"To work in collaboration and create a culture where our employees are engaged and empowered, promoting good working relationships in a positive climate where staff feel valued and secure."

Our mission:

"To develop and apply HR practices and solutions which produce positive outcomes for staff and pupils, governors and directors."



Our objectives

- To deliver services and activities that support the effective management and development of staff.
- To build and ensure capability, commitment and compliance.
- To deliver excellent HR services through our business partners and shared service practices.
- To contribute to an environment which is supportive of excellence and high performance.
- To develop organisational arrangements to focus on wellbeing and promoting health in the workplace.
- To recruit, develop and retain employees whilst developing a framework to support and encourage a positive environment and employee engagement.

Our staff Values

Our Academy schools serve children and young people and help them grow into fulfilled and valued citizens. As role models for children, how we behave as a Christ the King staff member is as important as what we do and there is an expectation that all our employees hold the following virtues:

Trust

Staff are trustworthy and reliable. We hold trust on behalf of children and should be beyond reproach. We are honest about our motivations.

Wisdom

Staff use experience, knowledge and insight. We use experience, knowledge, insight, understanding and good sense to make sound judgements. We demonstrate restraint and self-awareness, act calmly and rationally, exercise moderation and propriety as we serve our schools wisely.

Kindness

Staff demonstrate respect, generosity of spirit, understanding and good temper. We give difficult messages humanely where conflict is unavoidable

Justice

Staff are fair and work for the good of all children. We work fairly for the good of children from all backgrounds. We seek to enable all young people to lead useful, happy and fulfilling lives.

Service

Staff are conscientious and dutiful. We demonstrate humility and self-control, supporting the structures and rules which safeguard quality. Our actions protect high-quality education.

Courage

Leaders work courageously in the best interests of children and young people. We protect their safety and their right to a broad, effective and creative education. We hold one another to account courageously.

Optimism

We are positive and encouraging. Despite difficulties and pressures, we are developing excellent education to change the world for the better.

Our approach towards delivering a successful People Strategy

- Align the business needs (CtKCC strategic development plan) and HR needs with Christ the King's ethos, mission and values.
- Develop the HR strategy to support our family of schools as ONE entity.
- Strive for continual improvement and support cultural transformation activity.
- Consistency and parity across the schools and adopt best practice.
- Encourage positive working relationships and collaboration.
- Transparent and regular communications.
- Focus on employee wellbeing.
- Strategic resourcing shared across the academy schools.





Our Strategic Projects for 2023-2024

Aim 1: Strategic workforce planning

- Align and adopt to the evolving needs of the Multi Academy and identify skill gaps and areas of succession risk.
- Ensure effective staffing structures in the context of a robust framework of governance and accountability.
- Ensure the management and deployment of all employees and the allocation of additional responsibilities (TLRs) are effective and focus on teaching and learning to raise standards.
- Implement relevant strategies for talent management and people development.
- Identifying future staffing requirements and implementing a streamlined recruitment strategy.
- Implement Talent Management Policy and talent register.

Aim 2: Performance Management and Continuing Professional Development

- Deliver performance management processes which are fit for purpose and an integrated appraisal software system across the Multi Academy.
- Ensure clear performance standards and targets are set for all employees, making effective personal development discussions.
- Deliver services that support the effective management and development of staff.
- Improve staff perception of performance and development review (PDR).
- Work with line managers to embed the performance management process, helping produce action plans for support and development.
- Training on how to carry out the review process and how this is to be administered.
- Enable line managers to have informed and effective performance management conversations supported by transparent performance data.
- Develop consistency to ensure staff receive clear feedback development plans.

Aim 3: Staff wellbeing

- Focus on valuing, promoting and supporting employee wellbeing.
- Provide a safe and healthy working environment for staff and pupils supported by proactive HR policies and procedures.
- Foster a values based culture focused on health & wellbeing and positive engagement with all staff.
- Promote and deliver focused health and wellbeing campaigns and promotions.
- Build mental health awareness into an induction program.
- Appoint 'Well-being' Champions within Academies and Mental Health First Aiders.
- Workplace assessment / stress management survey / ergonomic assessments, counselling, occupational hygiene (working environment).

Aim 4: Recruitment

- Deliver a clear and sustainable recruitment strategy and develop the use of appropriate tools and methods for recruitment.
- Enhance our recruitment channels through internal networks, social media, e-solutions and mircosites.
- Establish clear career pathways and opportunities for progression and cross working across the Academy schools.
- Develop clear approaches to the identification and development of high performing talent, identifying future workforce ensuring succession planning and mobility opportunities.
- Company led recruitment process and deployment of employment contract and offer letter.
- Induction pack for all new starters with company policy information.

Aim 5: Employee relations

- Review how we can promote good relationships between staff and senior leadership.
- Deliver HR policies and procedures which are aligned, legally compliant and fit for purpose.
- Focus on employee engagement and workplace factors that are most linked to positive commitment.
- Build relationships through coaching/mentoring to improve and develop staff and build capacity.
- Assess the quality of relationships between management and employees.
- Support cultural transformation activity by continuing to provide the welcome service to support new member of staff.
- Deliver initiatives through which the current and future culture of the Collegiate can be better understood.
- Ensure that equality and diversity is embedded in key policies and frameworks.

Our Business Partners

- **Insight HR**
- **Parkes Education**
- **Phoenix Occupational Health and Counselling Services**
- **Stoke City Council Payroll Administration team**
- **Teachers Pension / Staffordshire County Council LGPS**
- **Standards Tracker**
- **Angel Solutions – Perspective Lite**



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