



# People Strategy

St John the Baptist Catholic MAT

# Schools that are great places to work are great places to learn



Why do we need a people strategy?

- Excellent teaching = excellent outcomes
- Succession planning
- Proactive not reactive
- Talent management
- Agile and flexible workforce
- Cost savings
- Collective culture

## Attracting the very best staff (recruitment)

- Marketing and promoting our brand
- Excellent reputation & compelling EVP – what we offer and what we require
- Long-term Workforce Plan

## Growing our own talent (development)

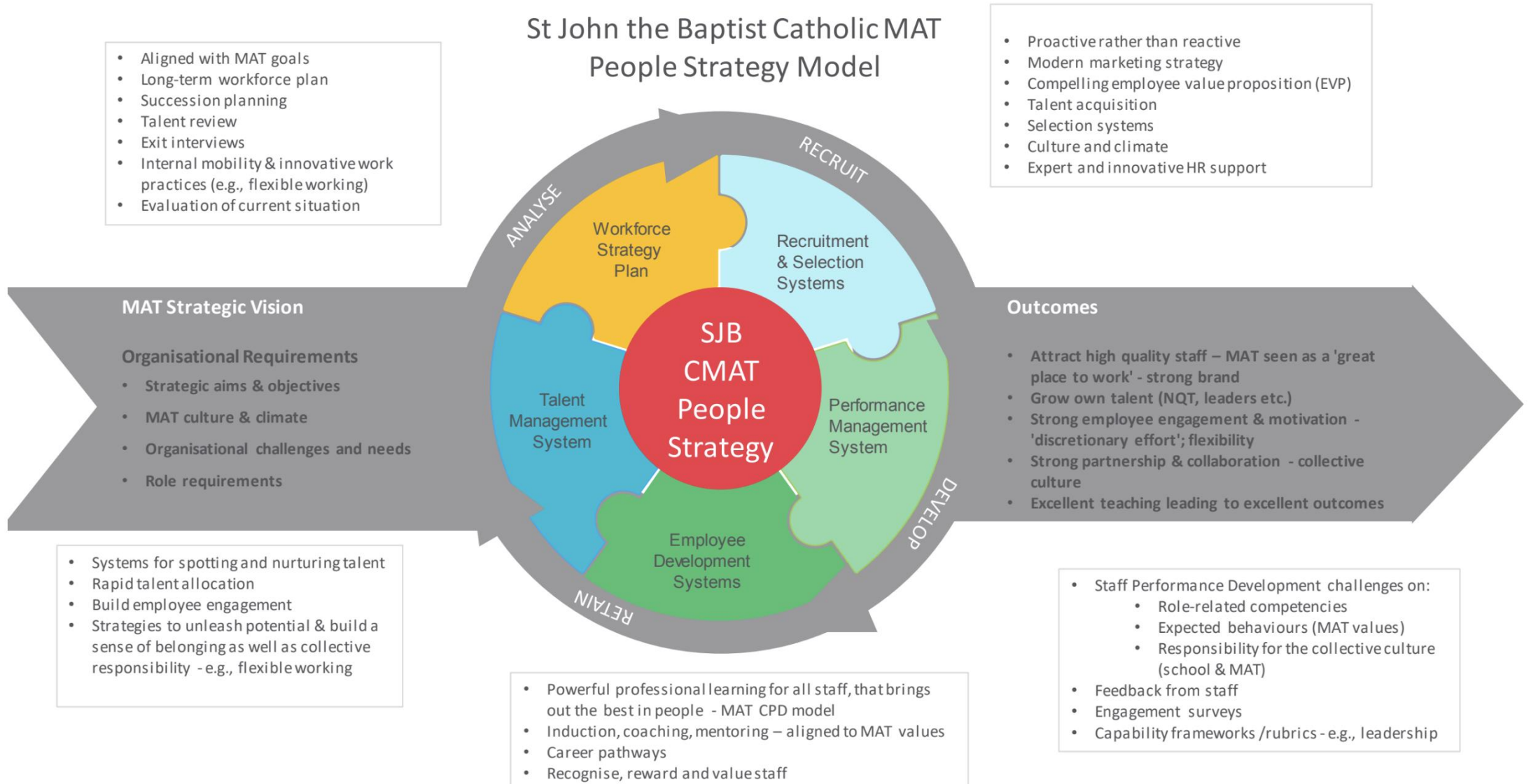
- SJB CMAT CPD and Performance Development models
- Grow our own trainee and talent pipeline
- Career pathways

Putting people at the heart of the strategy

## Inspiring people to stay loyal to our values and contribute to the collective culture (retention)

- Invest in leaders
- Employee engagement – discretionary effort
- Recognise, reward and value staff
- Well-being strategy

# St John the Baptist Catholic MAT People Strategy Model



- Aligned with MAT 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
- Compelling employee value proposition (EVP)
- Talent acquisition
- Selection systems
- Culture and climate
- Expert and innovative HR support

## MAT Strategic Vision

### Organisational Requirements

- Strategic aims & objectives
- MAT culture & climate
- Organisational challenges and needs
- Role requirements

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

## Outcomes

- Attract high quality staff – MAT seen as a 'great place to work' - strong brand
- Grow own talent (NQT, leaders etc.)
- Strong employee engagement & motivation - 'discretionary effort'; flexibility
- Strong partnership & collaboration - collective culture
- Excellent teaching leading to excellent outcomes

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

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