## PEOPLE STRATEGY

Our People Strategy is rooted in our values – Collaboration, Honesty, Opportunity, Innovation, Confidence, and Equality (CHOICE). These guide everything we do to attract, support, and retain a diverse, skilled, and fulfilled workforce.





RECRUITMENT & GROWTH



CULTURE & EXCELLENCE

Creating a values-led, inclusive environment







An Employer of CHOICE now and in the future



RETENTION & STABILITY





Keeping great people for the long term



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A Trust where people grow

> Staff voices shaping our story

> > Actively inclusive recruitment and onboarding

Attracting diverse talent and nurturing potential



RECRUITMENT & GROWTH



**CULTURE & EXCELLENCE** 

Recognition of commitment and long service to the trust

Creating a values-led, inclusive environment Collaborative networks to enable strong communication

> Developing leaders at all levels for now and the future

Career pathways and apprenticeships





**MINIOVATION & CREATIVITY** 



An Employer of CHOICE now and in the future



RETENTION & STABILITY Nurturing creative, reflective practice

Opportunities for career progression



Embracing new ways of working

Sharing best practice to ensure the most effective approaches

Commitment to high

quality training and

development for all staff

Embedding smart tools and technology

> Family friendly and inclusive policies and practice

Keeping great people for the long term

Expanding the trust to develop opportunities (e.g. Nurseries, SEND)





