

## Langdon Park Staff Charter

Our Staff Charter sets a standard which we all seek to follow; great schools thrive because of the people in them. A core principle at Langdon Park School is inclusion where we are driven by a sense of empathy, genuine care, collaboration and acceptance of difference and all have a voice in shaping the future of our School. Every member understands their responsibility to each other, the school and wider community. As a result, we place well-being at the heart of our daily actions through our: **Langdon Park Staff Charter**.

### **BE INCLUSIVE: YOUR CONTRIBUTION WILL BE RECOGNISED AND VALUED.**

- Time will be respected & supported and individuals and achievements are celebrated
- All staff will be recognised as individuals, who have priorities outside of work.
- Teams will promote openness and collaboration so that we learn from each other in a positive and constructive way.
- The importance of clear and appropriate communication is valued, and we commit to this.
- The impact leaders have on all colleagues is recognised; we support and develop leadership to create the best possible culture for pupils and staff.

### **BE PROFESSIONAL: YOUR WELLBEING IS IMPORTANT:**

- Access to materials which support the development of personal health and wellbeing.
- Access to support through occupational health and counselling.
- You will be enrolled into a Defined Benefit Pension Scheme (TPS or LGPS) unless you opt out.
- The benefits of positive relationships and working constructively with professional organisations and Trade Unions are recognised
- A welcoming and calm environment in which to take a break.
- Committed to ensuring equality and that all staff are treated fairly, in line with policies.
- Staff well-being and workload is considered as part of decision making at all levels.
- Integrity and professionalism underpin our approach to accountability.

### **BE KNOWLEDGEABLE / BE A LEARNER: YOU WILL BE SUPPORTED TO GROW AND DEVELOP AS A GREAT PROFESSIONAL.**

- Access to high quality development opportunities to support your next steps in a culture of collaboration and teamwork.
- Help and support to achieve excellence through high quality professional feedback and dialogue.
- Appraisal processes will always be supportive and developmental.
- Endeavour to provide opportunities to invest in self-care and enhancing well-being
- Meetings are developmental, well organised and efficiently run.