

**KING EDWARD VI
FOUNDATION**

Staff Charter
2024-2025



**KING EDWARD VI
FOUNDATION
BIRMINGHAM**

Educational excellence for our City

Welcome

Our Staff Charter communicates to you the employee experience the Foundation aims to deliver. Our Charter connects to our vision, values, culture, opportunities and the financial and non-financial benefits of working for the Foundation. It helps define how we will work with each other through our schools, clusters and central teams and collectively create an attractive, modern and enjoyable workplace that recognises the valuable contribution each one of you makes.

The Staff Charter will evolve over time as we continue to develop our offer to you.

We aim to attract and retain people who subscribe to our values and are committed to making Birmingham the best place to be educated in the UK.

“

Being part of the Academy Trust brings numerous benefits to the school. We are able to access excellent expertise and support with finance, admissions, estates and HR.

Headteacher

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Contents

- 04. Our Shared Commitment
- 06. Our Benefits
- 08. Statements
- 11. Testimonials

Our Shared Commitment

The Foundation will:

- Create a culture of collaboration and collegiality
- Grow the appetite for sharing learning across the Foundation
- Reward and recognise individual and team contributions
- Build a community of leaders with the necessary competencies to deliver excellence
- Continue to make the Foundation an enjoyable place to work

Staff will:

- Participate in employee voice and networking opportunities
- Take responsibility for their growth and development
- Participate in relevant CPD and mandatory training
- Get involved in collaboration groups across schools, subjects and roles
- Be open to new and diverse ideas and ways of working
- Be inclusive and respectful

Leaders will:

- Encourage staff to achieve excellence
- Support the development of staff and teams
- Make wellbeing and inclusion a priority
- Create an environment in which staff strive to improve their performance
- Provide opportunities for staff to meet personal, school and Foundation objectives
- Identify opportunities for partnership working with other organisations



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Our Benefits



Employee Assistance Programme



Cycle To Work Scheme



Range of Pension Schemes with Ancillary Benefits



Free Eye Sight Tests and Flu Vaccinations



An Annual Foundation Wide CPD Conference



Funded CPD and Apprenticeship Programmes

“
14 schools and central team of professional experts, with over 2,000 staff in total.
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Varied Career Pathways



Secondment Opportunities



Suite of Family Friendly, Wellbeing and EDI Policies



Education Staff Wellbeing Charter



Supervision for DSLs



The Foundation has a strong identity and our staff are at the core of our success

We are passionate about education and passionate about Birmingham

We have a reputation for excellence and are proud of our schools and what they achieve

Our estate, spread across Birmingham is diverse, ranging from historic to modern, all providing high quality facilities and pleasant environments to work and study in

Our group of 14 independent, selective state grammar and comprehensive secondary schools provide a unique employment proposition:

- The opportunity to work across different settings within one organisation;
- The opportunity for varied career opportunities;
- A ready made and expanding network of inspiring and supportive colleagues



Testimonials

“

Having previously worked across a range of different schools, the benefits of working within the Foundation are amongst the strongest in the marketplace. Promotional, collaborative and development opportunities are so strong and there is a real desire to nurture strengths across our community.

Headteacher

“

The Foundation believes in equality of opportunity for its staff and is committed to ensuring that all employees, regardless of designation, have a chance to learn and grow together

Geography Teacher

“

Knowing that education plays a pivotal role in a person's life trajectory, being a governor provides a tangible way to positively impact the school experience.

Governor

“

I love my job here at the Foundation, everyone is so welcoming and friendly and I have really found my place. There is such a great mix of people and the community is brilliant!

Central Team Staff Member



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