

People Strategy

2023 - 2026



The STAR
MULTI ACADEMY TRUST

Purpose

Our People Strategy has been developed to support the mission and values of The STAR Multi Academy Trust. We believe our strategy makes a clear statement about how we value and treat our people, and the culture we wish to adopt to enable everyone to achieve and sustain excellence in all areas of activity, now and in the future.

The aim of the strategy is to ensure that we develop a culture of setting high expectations whilst providing a stimulating and rewarding environment that enables our people to thrive.

Our Mission

To develop outstanding education in all our schools which will enable every young person to flourish and realise their full potential.

Our Principles

We are proud to be one organisation
This is our Trust, we all have ownership of it and share a collective responsibility for all of our schools
Within STAR everyone has clear roles and responsibilities working towards shared vision and values but much that we do, we achieve through collaboration, co-design and collective endeavour.

Our Culture

- Open, honest, fair and straightforward
- Receptive to change and challenge
 - Pioneering and outward facing
- Trusting, respectful and supportive of each other
 - Prepared to listen to advice
 - Empowering of others



Strategic Context

Through active succession planning we ensure that the Trust Board and all our schools continue to have the people and leadership they need to be highly effective.

Supporting and developing our talented people is endemic throughout STAR.

A dynamic and exciting recruitment strategy is maintained in order to attract the best people to STAR.

Growth and innovation is vital to retain and develop talent, ideas and collaboration.

People Strategy Key Priorities

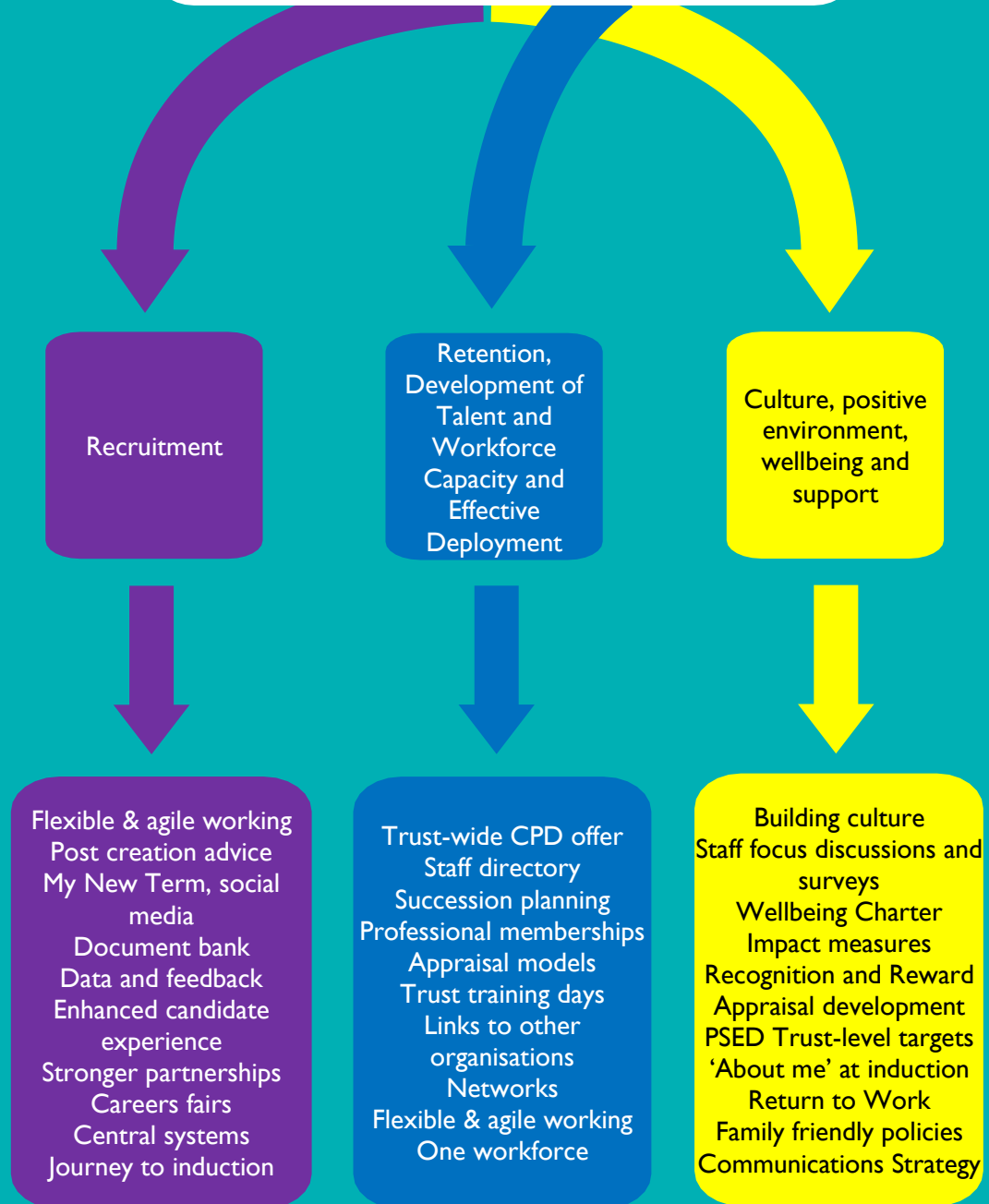
Our key priorities have been developed using information from our strategic plan and context, feedback from staff surveys, feedback from school meetings and best practice.

Our priorities are:

- Recruitment – ensure all aspects are well aligned, effective and ensure schools are supported to best effect
- Retention, Development of Talent and Workforce Capacity and Effective Deployment
- Further building culture, positive environment, wellbeing and support

Our people are crucial to our development

Our 3 priorities



Recruitment

Retention,
Development of
Talent and
Workforce
Capacity and
Effective
Deployment

Culture, positive
environment,
wellbeing and
support

Flexible & agile working
Post creation advice
My New Term, social
media
Document bank
Data and feedback
Enhanced candidate
experience
Stronger partnerships
Careers fairs
Central systems
Journey to induction

Trust-wide CPD offer
Staff directory
Succession planning
Professional memberships
Appraisal models
Trust training days
Links to other
organisations
Networks
Flexible & agile working
One workforce

Building culture
Staff focus discussions and
surveys
Wellbeing Charter
Impact measures
Recognition and Reward
Appraisal development
PSED Trust-level targets
'About me' at induction
Return to Work
Family friendly policies
Communications Strategy



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