

Our People Matter

We are committed to supporting our staff, through a shared understanding of accountability and excellence. A positive, balanced environment enables everyone to thrive. We believe that reducing unnecessary workload and having a tailored career pathway programme helps improve wellbeing, retention and ultimately outcomes for pupils. We recognise that in everyone's life there are good times and bad and we are here to support each other through both.

You Matter

At Aletheia we provide and are continually developing:

- People Centered, inclusive workplace policies
- Access to SAS, providing Mental Health support, Counselling, Lifestyle, GP and Physiotherapy services
- Staff surveys including wellbeing questions with clear follow up and action
- People & Culture Hub: One stop access to key documents, benefits, support & training.

Communication Matters

At Aletheia we provide and are continually developing:

- Clear email protocols and expectations - with no expectation to reply after working hours
- Trust wide staff voice
- Central services including IT Helpdesk and media team

Time Matters

At Aletheia we provide and are continually developing:

- Policies to prioritise staff workload and impact
- Support for flexible working requests
- Consideration of de-implementation when new strategies are implemented

CPD Matters

At Aletheia we provide and are continually developing:

- Commitment to protect time for professional development conversations
- Opportunities for tailored CPD and career development
- Access to Trust-wide improvement networks and professional communities

Teaching & Learning Matters

At Aletheia we provide and are continually developing:

- Ensuring all initiatives have a clear link to improving student outcomes
- Regular opportunities for meaningful collaboration
- Streamlined assessment processes and systems to reduce workload



Scan to view
your
Aletheia
benefits