

# ATT 2030: Our Commitment to Every Colleague

A staff-wide summary of what our strategy means for you.





## People are at the heart of ATT2030.

Our ambition is that every colleague has the opportunity, support and clarity to become more capable, competent and confident.

### **CAPABLE**

High performing and adaptable

### **COMPETENT**

Able to deliver consistently and independently

### **CONFIDENT**

Valued, supported and empowered



### **In plain English:**

ATT2030 is not only about what pupils experience. It is also a promise about the kind of organisation we will build for the adults who work here. The People Strategy turns that promise into our day-to-day culture, leadership, systems and people practices.

**Belonging & Becoming | Integrity & Excellence | High Trust, High Accountability**

# What ATT Commits to

We want every colleague, in every role and every part of the Trust, to experience these commitments in practice.

|   |                                          |                                                                                                                                                                                                           |
|---|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Dignity, belonging and inclusion         | We will work to create an inclusive workplace where colleagues are treated with dignity, feel that they belong and have equitable access to opportunity, development and progression.                     |
| 2 | Clear expectations and fair support      | We will make role and performance expectations clearer, connect them to relevant professional standards and support colleagues through regular professional dialogue, feedback, coaching and development. |
| 3 | Learning and career growth               | We will develop visible pathways for teaching, leadership, specialist, operational and business services roles, with targeted professional learning and stronger succession planning.                     |
| 4 | Voice, recognition and wellbeing         | We will strengthen colleague voice, recognise contribution and excellence, and use feedback to improve belonging, wellbeing, workload and the moments that shape working life at ATT.                     |
| 5 | Simpler, better people services          | We will simplify people processes, reduce low-value administration and use better systems and insight so colleagues and leaders can spend more time on the work that matters.                             |
| 6 | Leadership with trust and accountability | We will build a culture in which leaders are empowered, central teams act as expert partners and accountability is based on professional dialogue, learning and continuous improvement.                   |

# What You Should Increasingly See and Feel

As the strategy is embedded, colleagues should experience practical improvements across the employee journey.

| You should see:                                  | What this means:                                                                                                                                 |
|--------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>A stronger start</b>                          | More consistent onboarding, clear early expectations, regular check-ins and access to the information and support needed to succeed.             |
| <b>Clarity about “what great looks like”</b>     | Role-specific standards, meaningful performance development and constructive conversations that combine support with accountability.             |
| <b>More ways to grow</b>                         | Clearer development routes, professional learning, mentoring and pathways that value teaching, leadership, specialist and operational expertise. |
| <b>A stronger sense of voice</b>                 | Regular opportunities to share views, with visible action and communication about what has been heard and what will happen next.                 |
| <b>Recognition that matters</b>                  | More consistent opportunities to celebrate contribution, service, development and excellence across academies and central teams.                 |
| <b>Better support for wellbeing and workload</b> | A continued focus on removing low-value activity, improving how we work and helping colleagues access appropriate support.                       |
| <b>People services that are easier to use</b>    | Clearer, simpler and more joined-up journeys for recruitment, onboarding, employee relations, pay, benefits, development and talent.             |

## A Shared Commitment

ATT will provide the conditions, leadership, systems and support that help people thrive. Each of us also has a part to play by acting with integrity, pursuing excellence, contributing to professional dialogue, being open to learning and helping others to belong and become.



## How We Will Know We Are Making Progress

The strategy will be monitored through workforce information and colleague experience, including:

- Recruitment and retention
- Staff engagement, voice and wellbeing
- Workforce diversity and inclusion
- Leadership development and succession
- Workforce capability and performance
- Absence and employee relations trends
- The effectiveness and simplicity of people processes



### Our Promise

ATT2030 commits us to creating an organisation where people feel safe, known and valued; where expectations are clear; where development and progression are visible; and where every colleague is supported and challenged to do their best work for pupils and communities.

## What You Can Do Now

- Talk with your line manager about what capable, competent and confident means in your role.
- Use performance development and one-to-one conversations to discuss your strengths, aspirations and support needs.
- Share ideas and feedback through the colleague voice opportunities available to you.
- Recognise the contribution of others and help create a culture of dignity, trust and belonging.
- Ask questions when expectations, processes or opportunities are unclear.

**One ATT. Every colleague belonging, growing and making a difference.**