

### The Trust's Workload Charter

A happy and healthy workforce is vital for the success of the Trust and our students. The Trust's Workload Charter is our commitment to ensuring we maintain an enjoyable, rewarding working environment in which all colleagues believe the demands of their job are reasonable and manageable. The Trust undertakes to ensure that workload implications are considered with every new initiative. The Trust, through its Central Team partner roles (Human Resources, Professional Development and Finance), is committed to addressing workload through the use of the designated DfE toolkit and follows the DfE guidance in all of the areas below:

Area of Workload Management Toolkit	Central Team Partner
<b>Wellbeing and Workload</b>	HR; PD; Finance
<b>Work-life Balance</b>	HR, PD, Finance
<b>Curriculum Planning and Resources</b>	PD
<b>Feedback and Marking</b>	PD
<b>Data Management</b>	HR, PD; Finance
<b>Communications</b>	HR, PD, Finance
<b>Behaviour Management</b>	PD

Review Date: September 2025