



Example Objectives

Below are some example objectives that could be used in the Valued Worker Scheme (VWS). They are provided to kick-start thinking around the objectives rather but must not be seen as a prescriptive list. At the heart of the VWS is partnership working between employers and trade unions and therefore objectives should be formed through a partnership approach.

Sitting behind the objectives will be success criteria in order to measure the effectiveness of the objective. By definition, these need to be bespoke to the employer/workplace.

Principle 1 – Enabling all employees to have a safe, secure and enjoyable working environment

- Improve wellbeing levels for all staff.
- Improve health and safety reporting procedures.
- Introduce wellbeing days.
- Ensure all staff are encouraged to report workplace concerns.
- Improve levels of employee engagement.
- Develop a meaningful wellbeing policy.
- Review all health and safety policies, procedures and risk assessments.

Principle 2 – Ensuring the wellbeing and dignity at work of all employees

- Ensure the successful operation of grievance and anti-bullying policies.
- Reduce unnecessary workload.
- Reduce work-related sickness levels.
- Introduce mental health first aiders.
- Introduce and encourage use of mediation.

Principle 3 – Providing *high quality and relevant* CPD for all employees

- Increase the numbers of support staff accessing meaningful CPD.
- Ensuring all staff have access to high-quality CPD.
- Raise the profile of union learning representatives.
- Ensuring all staff have a *meaningful* personal performance management objective.
- Ring fencing an agreed budget for CPD.

Principle 4 – Negotiating good pay and conditions which include a commitment to the Foundation Living Wage and covers outsourced workers.

- Implement the Living Wage.
- Review and reach agreement over pay and appraisal policies.
- Ensure performance-related pay decisions are non-discriminatory.
- Improve and encourage the use of flexible working.
- Review special leave entitlements with an emphasis on wellbeing.

Principle 5 – Having formal agreed mechanisms for consultation and negotiation, working in partnership with employees and trade unions

- Introduce a health and safety committee.
- Introduce a Trade Union Recognition Agreement (TURA).
- Introduce a Joint Negotiation and Consultation Committee (JNCC).
- Increase the number of workplace/health and safety/union learning representatives.
- Ensure the effectiveness of negotiation/consultation committees with meaningful collective bargaining.
- Introduce facility time release for school-based representatives.

Principle 6 – Ensuring policy development and working practices are informed by the use of information and evidence

- Ensure marking policy is fit for purpose.
- Conduct a full review of employment policies.
- Incorporate best practice into policies.
- Ensure workplace practices are fit for purpose.
- Encourage inter-school co-operation.

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