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## Working at the Chartered College: FAQs

This page covers some common questions about working at the Chartered College and our organisational culture. If there is anything not covered by this page that you would like to hear more about, please do get in touch at [recruitment@chartered.college](mailto:recruitment@chartered.college)

The Chartered College of Teaching is the professional body for the teaching profession and represents more than 45,000 teachers across the country, reaching more than 3 million students.

We are working to celebrate, support and connect teachers to take pride in their profession and provide the best possible education system for teachers and children. We are dedicated to bridging the gap between practice and research and equipping teachers from the second they enter the classroom with the knowledge and confidence to make the best decisions for their pupils.

### 1 Do you have organisational values?

Yes. Our values are:

We are **collaborative**

- We believe that we are most effective when we work together.
- We believe that a plurality and diversity of voices and perspectives enhances our work.
- We believe that it's important to celebrate individual and team successes.
- We believe that strength is gained from diversity.
- We believe that we have a duty to look after our own, and each other's wellbeing.

We are **committed**

- We believe in the Chartered College of Teaching's vision and mission.
- We believe that we need to be courageous because we are building a charitable organisation that is voluntary for teachers to join, yet seeks to act on behalf of all teachers. This is a new unique venture.
- We believe that continuously raising awareness of teachers' commitment is essential to raising the status of the profession.

We are **professional**

- As the professional body for teachers, we believe that it is our role to model exemplary professionalism.
- We believe that acting with integrity and trust at all times is an essential part of our professionalism.
- We believe that to perform to the best of our abilities, we must prioritise our wellbeing.

### 2 Can you tell me more about the benefits and support you offer to employees?

One of the strands in our annual business plan is our people and culture strategy. In order for us to support teachers to achieve maximum impact with the young people they work with, we believe that we need to build a strong organisational culture which develops and supports our people.

A selection of our organisational benefits is as follows:

Learning and Development	<ul style="list-style-type: none"> <li>• Induction course with a range of internal and external e-learning courses for you to complete when you join</li> <li>• Allocated Buddy to support your induction</li> <li>• Weekly 1:1s with your line manager</li> <li>• Regular team meeting sessions and cross-org training</li> </ul>
Health, lifestyle and wellbeing	<ul style="list-style-type: none"> <li>• Separate wellbeing strand as part of the People &amp; Culture strategy</li> <li>• Free access to one-to-one therapy from qualified professionals using Paycare</li> <li>• Flexible working as standard</li> <li>• Cycle to work scheme</li> <li>• Tech Scheme</li> <li>• Guides and support on a range of topics including Neurodiversity, Menopause, Fertility Treatment, Pregnancy Loss, Flexible working, Hybrid working, Homeworking, Transitioning at Work, Financial Wellbeing, colleagues returning from parental leave</li> </ul>
Hybrid working	<ul style="list-style-type: none"> <li>• Use our central London office (Russell Square / Kings Cross) or work remotely, or a combination. Our team is evenly split with home and hybrid workers</li> <li>• Interest free season ticket loan</li> <li>• In-person whole organisation meetings twice a year (March and October), online team socials, Social &amp; Wellbeing Committee</li> </ul>
Pay and benefits	<ul style="list-style-type: none"> <li>• Competitive 8.5% employer contribution to the NEST pension scheme</li> <li>• Paycare health cash plan</li> <li>• 28 days holiday plus bank and public holidays (pro-rated for part-time staff)</li> <li>• Birthday leave (1 day additional paid holiday)</li> <li>• Winter office closure (3 days additional paid holiday)</li> </ul>

### 3 How does learning and development work at Chartered College?

We aim for professional learning to be mostly personalised and to focus on where you want to develop your skillset. When you join the Chartered College, you'll work with your line manager to set objectives and targets which will combine both your individual ambitions and organisational goals. During the appraisal process you will identify any specific professional learning requirements and this learning will be balanced with internal training sessions and resources offered throughout the year. A small number of whole company training sessions - for example, on GDPR, education sector themes or areas such as diversity and inclusion - as well as team-led sessions will be arranged during team meetings (held weekly). We have an organisational professional learning budget.

### 4 Can you tell me more about your approach to equality, diversity and inclusion?

The Chartered College is committed to developing a culture which values diversity in experience and thought. Organisations can't grow or prosper if everyone within them thinks the same, acts the same, has the same experience and same interests. By being open to new ideas and new ways of thinking we are stronger, united and more successful, and more representative of the education sector.

As part of this commitment, we produce an annual EDI action plan which takes stock of our progress so far and details our priorities in each year. We have an EDI working group which helps progress this plan and coordinate activity across the organisation.

We are committed to making progress and documenting our actions as we do so. This year, changes made as a result of our EDI action plan included:



Paycare



- Conducted a self-efficacy survey with our staff to help them develop a strong sense of self-efficacy relating to inclusive practices and to identify further development needs
- Established an ongoing programme across the organisation to ensure our frameworks, principles and shared language support improved representation in our products, content and communications
- Ensuring that our assessors and assessment boards are a better representation of the profession, and that our assessment board has sufficient expertise in diversity and accessibility to ensure that our Chartered Status assessments are fair, rigorous and consistent.
- Committed to developing our collective understanding of bias and how it might manifest in our assessment and professional learning work and identifying and implementing steps to mitigate this
- Implementing a new recruitment process focused on addressing biases in recruitment, using blind review and widening our reach to more diverse networks.