

## Pre-school Learning Alliance Employee Charter

The Pre-school Learning Alliance is incredibly proud of the success it has achieved through the contributions of our diverse workforce at all levels within the Charity.

### The Charity's mission is to:

- help children to succeed;
- create the childcare that families need and;
- build learning communities.

We recognise that the continued strength of our mission and the results we achieve are reliant on good management practice and positive, frequent communication between staff and managers.

### As an employee of Pre-school Learning Alliance you can expect:

- to receive an informative induction to assist your integration into the Charity when you join;
- to have your opinions and contributions heard and recognised in a supportive environment;
- to understand how your work and commitment contribute to the strategic aims of your team and the Charity;
- to be included in planning and decision making appropriate to your job role;
- to participate in one-to-one meetings where you will receive constructive feedback on your performance with guidance and support to excel in your job;
- to receive an annual appraisal with your manager where your personal objectives and continuing development will be discussed openly and honestly;
- to be managed in a climate of trust, supportive challenge, professionalism and approachability;
- to be part of an organisation that values diversity and promotes equality of opportunity;
- to have access to quality learning, development and training activities, based on individual, professional and organisational need;
- to be treated with courtesy and respect in an environment of co-operation.

### Our organisational aims

It is the contribution of all our dedicated employees that makes the Pre-school Learning Alliance such an exciting and vibrant organisation to be a part of as we work towards achieving our strategic plan.

The Charity's values and beliefs are highlighted within the **strategic plan** which embodies our intentions as we work towards the following achievements for which we wish to be known:

- To be the premier provider of early years services;
- To be cutting edge in practice and a trendsetter in supporting children and families;
- To become the voice of the early years.

### Working in partnership

When everyone works in partnership towards shared goals we will continue to go from strength to strength as individuals and as an organisation. It is up to all of us to make the Pre-school Learning Alliance a learning organisation which everyone will want to work for!