



Information for Employers

The Valued Worker Scheme is an initiative jointly promoted by the NASUWT, GMB, UNISON and Unite to recognise and support good employment relations in schools and colleges.

Many employers already value their employees. The Valued Worker Scheme aims to recognise those employers that are committed to valuing their staff.

The Valued Worker Scheme recognises employers who commit to treating all employees fairly, equitably and with dignity. By adopting the six Valued Worker Scheme principles, employers can demonstrate their commitment to their employees' wellbeing.

Employers signing up to the Scheme will be asked to outline their workforce priorities for the year ahead and will have access to information and support throughout.

Valued Worker Scheme – Principles

Employers will commit to treat all employees fairly, equitably and consistently by:

1. enabling all employees to have a safe, secure and enjoyable working environment;
2. ensuring the wellbeing and dignity at work of all employees;
3. providing CPD for all employees;
4. providing good pay and conditions which include a commitment to the living wage;¹
5. having formal agreed mechanisms for consultation and negotiation, working in partnership with employees and trade unions;
6. ensuring policy development and working practices are informed by the use of information and evidence.

¹ The living wage as defined by the Living Wage Foundation

For further details, including how to sign up to the Scheme, see overleaf.

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