

CHEF NETWORK

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OUR  
KITCHEN  
WORKPLACE  
CHARTER

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# We will...

## **BUILD A POSITIVE AND ENCOURAGING ENVIRONMENT**

### **GIVING EQUAL RESPECT TO EVERYONE**

Greet everyone, shake hands, speak to everyone on the team | Say Thank you and acknowledge a job well done | Be mindful of the way we speak to others | Have zero tolerance for discrimination or bullying

### **ENCOURAGING COLLABORATION & CREATIVITY**

Be approachable and open to ideas | Encourage Questions | Give everyone the opportunity to input

### **CREATING A SAFE OPEN ENVIRONMENT**

Give regular positive feedback | Ensure negative feedback is constructive and provides a learning opportunity | Make sure everyone understands they can ask for help and no one is afraid to make mistakes

## **PROMOTE LEARNING AND DEVELOPMENT**

### **MENTORING & TRAINING**

Be a mentor and encourage mentoring at all levels in the kitchen | Rotate roles in the kitchen and organise in-house staff training | Involve team in menu planning and dish development | Share knowledge, recipes and resources

### **FACILITATING INDIVIDUAL PROGRESSION**

Carry out staff appraisals | Recognise individual learning styles & needs, and help each chef discover their strengths | Invest in professional development & training to help chefs progress | Recognise when someone needs to move on and help facilitate this

### **ENCOURAGING EXPERIENCE**

Organise for staff to dine in other restaurants | Assist in arranging stages & chef swaps | Encourage chefs to travel at home & abroad

## **NURTURE CAMARADERIE & TEAM SPIRIT**

### **BEING ONE TEAM**

Build a positive relationship with front of house | Eat staff meals together | Acknowledge achievements as a team

## MEETING & COMMUNICATING WITH THE TEAM

Have regular team meetings where everyone can input | Carry out briefings pre & post service | Organise off-site team-building activities

## DEALING WITH ISSUES & CONFLICT

Manage issues as they arise but at appropriate times, don't let issues fester | Deal with incidents discreetly, don't unnecessarily embarrass a chef in front of other staff | Chat with the team after a tough service; don't bring a bad feeling home

## PRIORITISE WORK-LIFE BALANCE

### BEING CONSIDERATE & RECOGNISING NEEDS

Rostering that is fair & considerate: as far in advance as possible, two days off together | Listen to people's needs - Be flexible and open to alternative hours | Consider ways to improve quality of life for staff: 4-day week

### PROMOTING WELL-BEING

Ensure staff take their breaks, holidays and don't work excessive hours | Provide a place to eat and encourage nutritious meals | Encourage health & wellness activities and mental health awareness

### RESPECTING STAFF'S PERSONAL TIME & SPACE

When someone is off, they're off | Organise handovers so everyone is up to speed | Compensate staff for time spent on training

## GIVE BACK TO THE CHEF COMMUNITY & CONTRIBUTE TO A POSITIVE FUTURE FOR THE INDUSTRY

### SHARING KNOWLEDGE & SKILLS

Help organise or deliver workshops, masterclasses, industry talks | Offer, take part in, or send staff on stages & chef swaps | Advise and support fellow chefs

### NURTURING THE CHEFS OF THE FUTURE

Take on work placements or stages & provide structured learning opportunities | Promote a love for food & cookery from a young age: workshops in schools | Promote the career in a positive way and be a good role model

# CHEF NETWORK



With Thanks to Our  
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