

THE RLT STAFF CHARTER

A core principle at RLT is Respectful Relationships where acting with care, integrity, and fairness is demonstrated within schools, the SCITT, and the Central Team. We value each member of our professional community and value our health and wellbeing. Our Staff Charter sets a standard which we all seek to follow; great schools thrive because of the people in them.

As an employee of RLT:



**YOU WILL BE
SUPPORTED
TO GROW AND
DEVELOP AS
A GREAT
PROFESSIONAL:**



- You will have access to development opportunities in your school and across the Trust in a culture of collaboration and teamwork.
- We will help you to achieve excellence through high quality professional feedback and dialogue.
- Our appraisal processes will always be supportive and developmental.
- Integrity and professionalism underpin our approach to accountability.

WE AIM FOR
YOUR JOB
TO BE
SATISFYING:

- Your contribution will be recognised and valued.
- Teams will promote openness and collaboration so that we learn from each other in a positive and constructive way.
- Any meetings are well organised and efficiently run.
- We value the importance of clear and appropriate communication, and we commit to this.
- We recognise the impact leaders have on all colleagues; we support and develop leadership to create the best possible culture for pupils and staff.

YOUR TIME
WILL BE
RESPECTED
& SUPPORTED:

- You will be recognised as an individual, as someone who has priorities outside of work.
- The Trust has a policy to support colleagues considering working flexibly.
- The Trust has a policy to support emergency and special leave when you need it.
- School calendars will be carefully planned and consulted on.



YOUR WELLBEING IS IMPORTANT:



- You will have access to materials which support the development of personal health and wellbeing.
- Employees have access to support through Occupational health, and counselling, financial, legal and personal advice is provided through our Employee Assistance Programme.
- You will be enrolled into a Defined Benefit Pension Scheme (TPS or LGPS).
- RLT recognises the benefits of positive relationships with Trade Unions.
- You have access to complimentary tea and coffee, and a welcoming and calm environment in which to take a break.
- RLT is committed to ensuring equality across the Trust, and that all staff are treated fairly, in line with Trust policies.

AS A TEACHER IN RLT:

- You will have access to excellent learning opportunities and a Professional Learning Reflection record to maximise training and development. We will not grade you or your lessons.
- You will be supported with student Behaviour through clear policies, good training and confident leadership.
- Assessment and marking, teaching and learning and data collection policies support you to ensure your time is used in the most effective way and that workload issues are taken into account.
- We begin from the assumption that every main scale M1-5 teacher will get an annual pay rise and we work in a culture of utter transparency and 'no surprises' when making decisions about pay progression.
- Time will be provided for collaborative professional planning to reduce your workload and raise standards; this can include additional INSET time.

