



WORKING IN RLT

2023/24 EDITION



BROCHURE CONTENTS

1. ABOUT RIVER LEARNING TRUST

- Our Vision
- What Matters To Us?
- Our People

2. OUR SCHOOLS & SCITT

- Secondary Schools
- Primary Schools
- SCITT
- Teacher School Hub

3. BENEFITS OF WORKING IN RIVER LEARNING TRUST

- CPLD & Career Development
- Wellbeing & Staff Networks
- Pension Schemes
- Continuous Service
- Employee-Centred Policies & Family-Friendly Policies
- Enhanced Sick Pay, Maternity & Paternity Pay
- Holiday Entitlement
- Annual Pay Increases
- Cycle To Work



1. ABOUT RLT

River Learning Trust is a multi-academy trust responsible for primary and secondary schools, and a school-centred initial teacher training provider in Oxfordshire and Swindon.

OUR VISION

Education has the power to change lives, communities and society for the better. At RLT we believe that we can achieve more for our pupils, trainees, staff and communities by working together rather than alone.

All of the schools in RLT are united by a common belief in the benefits of working together, and by our commitment to our shared principles.

OUR VISION is for our schools and SCITT to improve rapidly, continuously and sustainably; to be better faster together.

OUR 'WHY?' is that children and young people 'only get one go' in school and therefore as part of RLT we aim to ensure the best possible 'go' for our pupils.

OUR 'HOW?' is through the highest support and challenge for our schools and each other, underpinned by our principles.

We use the principles of 'aligned autonomy' to empower colleagues in schools to perform well.

There is a wide range of schools serving a wide range of communities in RLT; we rarely direct from the centre but rather support leaders and other colleagues to work exceptionally well in their own context.

WHAT MATTERS TO US?


River Learning Trust is a community of children, young people and adults with shared principles. These are:

- Commitment to Excellence; striving for the best through continuous improvement.
- Everyone Learning; creating and taking opportunities that enhance lives through evidence-based practice supporting adult and pupil learning.
- Respectful Relationships; acting with care, integrity, and fairness in all we do.


THE POWER OF PEOPLE

High-performing organisations have the right organisational culture, effective processes and well-trained, motivated colleagues in the right roles.

We focus a great deal on people and the importance of continuous professional learning and development (CPLD).



We rarely direct from the centre but rather support leaders and other colleagues to work exceptionally well in their own context







2. OUR SCHOOLS AND SCITT

We currently educate around 14,500 pupils and have around 2,000 colleagues working in the Trust. The SCITT trains around 110 trainees across some 40 schools in Oxfordshire.

SECONDARY SCHOOLS

Cheney School
Chipping Norton School
Gosford Hill School
Kingsdown School
The Cherwell School
The Marlborough CofE School
The Oxford Academy
The Swan School
Wheatley Park School

PRIMARY SCHOOLS

Barton Park Primary School
Bayards Hill Primary School
Beckley CofE Primary School
Charlbury Primary School
Cutteslowe Primary School
Edith Moorhouse Primary School
Garsington CofE Primary School
Horspath CofE Primary School
Larkrise Primary School
Madley Brook Primary School

Middle Barton Primary School
New Marston Primary School
Rose Hill Primary School
Sandhills Primary School
Seven Fields Primary School
Tower Hill Primary School
Witney Community Primary School
Windrush CofE Primary School
Wolvercote Primary School

SCITT

Oxfordshire Teacher Training

TEACHER SCHOOL HUB

Oxfordshire Teaching School Hub
(The Cherwell School)

Visit our website: www.riverlearningtrust.org for more information about the Trust, its schools and SCITT, approach, and people. In particular please read our Report to Stakeholders: December 2022



3. BENEFITS OF WORKING IN RIVER LEARNING TRUST

The following section outlines the benefits that people working within the Trust will receive.

CPLD & CAREER DEVELOPMENT

RLT is driven to support colleagues to thrive in their role and develop their career, and there are wide-ranging continuing professional learning and development opportunities for all staff, from bitesize content to formal qualifications.

Our approach to appraisal is centred around ongoing learning conversations, to both support your professional growth and listen to your needs and aspirations.

A CPLD online resource signposts a range of content, guidance and programmes; and our Career Pathways online resources signpost role-specific CPLD opportunities and qualifications, from within and outside the Trust.

Opportunities are intended to supplement your in-school support and consider the development of expertise within your role, as well as towards leadership roles.

RLT can also provide support with funding qualifications such as apprenticeships for new and existing employees.

WELLBEING & STAFF NETWORKS

RLT is committed to the wellbeing of all staff. Its schools support the education staff wellbeing charter published by the Department for Education.

The Trust had its own staff charter in place some years prior to the publication of the DfE charter. The charter provides additional detail of what we provide and aim to achieve.

Every RLT school has one or more wellbeing champion and mental health first aider. These are supported by the Trust's wellbeing network coordinators and other initiatives.

All colleagues and their immediate families have access to the RLT employee assistance programme, which offers access to a confidential employee support service including 24-hour telephone support, face-to-face counselling and advice on health, relationships, finances, legal and family matters.

RLT provides access to occupational health services to support employees' health and wellbeing, funded eye tests for DSE users and free flu jabs within schools for those who aren't already eligible to receive a free vaccination.

The Trust has various staff and leadership networks that support and bring together colleagues.

The trust has internal wellbeing and staff networks that support and bring together employees





PENSION SCHEMES

For teaching colleagues the Trust offers the Teachers' Pension Scheme (TPS) and for support staff colleagues it offers a Local Government Pension Scheme (LGPS). The Trust will automatically enrol you into these pension schemes with favourable terms from day one of your employment.

Both pension schemes offer secure pensions backed by the Government and offer financial protection for your family, while RLT also provides employer contributions.

TEACHERS' PENSION SCHEME

Find out more at <https://www.teacherspensions.co.uk/>

The benefits include:

- Security of the Scheme – The Teachers' Pension Scheme is backed by the Government. It's not reliant on risky investments so your pension is guaranteed.
- You can check on what benefits you're building up at any time with your online benefit statement.
- Get tax relief on your pension savings and the option of a tax free lump sum when you retire
- Family benefits – The security of a long-term pension that's in place to protect your family if something should happen to you before or after you retire.
- In-service death grant – If you die in service (in service refers to actively paying into your pension – not just having a teaching role), your surviving spouse, civil partner, qualifying partner or nominated beneficiary will receive a death grant from the scheme.

LOCAL GOVERNMENT PENSION SCHEME

Find out more at <https://www.lgpsmember.org/>

The benefits include:

- Build up a secure and stable income for your future – The scheme provides you with a future income, independent of share prices and stock market fluctuations.
- Leave a pension for your partner and eligible children.
- Protection for ill health and life cover including a lump sum for death in service.
- Reduce what you pay with flexible options.
- Manage your own pension online.
- Get tax relief on your pension savings.

Both LGPS and Teachers' Pensions hold webinars and have information relating to new joiners, getting the most out of your pension and retirement on their website.

The scheme provides you with a future income, independent of share prices and stock market fluctuations

CONTINUOUS SERVICE

Moving from the public sector? Those without a break in service can be reassured that RLT will recognise your continuous service.

This could potentially give you access to a range of benefits, including enhanced maternity leave and redundancy based on length of service.

EMPLOYEE-CENTRED POLICIES/ FAMILY-FRIENDLY POLICIES

RLT's employee-centred and family-friendly policies support you in and beyond your workplace.

The Trust is committed to offering flexible working where it can in order to support the work/life balance of employees including part-time working options, term-time only working, compressed hours, job sharing and annualised hours.

ENHANCED SICK PAY, MATERNITY, & PATERNITY PAY

RLT offers employees enhanced sick pay, maternity and paternity pay. Enhanced sick pay for both teachers and support staff increases with continuous service, offering generous levels of full and half pay.

The trust is committed to offering flexible working wherever it can in order to support the work/life balance of employees





SIXTH FORM



HOLIDAY ENTITLEMENT

Support staff can expect a minimum of 25 days' annual leave, rising to 33 days, plus bank holidays per annum. This is dependent on the grade of role and length of service.

ANNUAL PAY INCREASES

We provide annual pay increases for support staff in line with grade boundaries. For teachers 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.

CYCLE TO WORK

RLT participates in the 'Cyclescheme' which means that it can purchase a bicycle including e-bikes and cycling safety equipment on your behalf and deduct the cost from your salary via a salary sacrifice scheme.

The cost will be split over 12 months and will be deducted from your gross salary (before tax) meaning you will pay less tax and national insurance on your overall earnings.

At the end of the 12 months, Cyclescheme will get in touch to talk about next steps including buying the bike in full at a cost of around 18-25% of the market value.

You can also save between 33-43% on renting a bike with Brompton bike hire at various locations across the country and Santander Cycles and Buzz Bike for London locations.

Find out more: <https://www.cyclescheme.co.uk/how-it-works>

At the end of the 12 months, Cyclescheme will talk about next steps including buying the bike in full at a cost of around 18-25% of the market value





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