



A multi-academy trust responsible for schools
and a school-centred initial teacher training provider

Join Us



*Working together
to achieve excellence in education*

Thank you for your interest in the River Learning Trust (RLT). This leaflet contains information about working at RLT. It's a really exciting time to join us - we have an excellent reputation for educational standards and are deeply committed to staff development and wellbeing. Being in an RLT school offers lots of opportunities to develop and learn, as well as becoming part of a great team.

About RLT

RLT is a multi-academy trust that is committed to excellence and responsible for a number of schools. In December 2020 we are: eight secondary schools; sixteen primary schools; and a SCITT (school-centred initial teacher training) provider within Oxfordshire and Swindon. The schools and SCITT are united by their commitment to the principles of the Trust and a common belief in the benefits of everything that is gained by working together. We also have a further Primary School (Windrush Church of England Primary) due to open in September 2021.

Schools (current):

Secondary: The Cherwell School, Wheatley Park, Chipping Norton, Kingsdown, Marlborough CofE, The Swan School, The Oxford Academy, Gosford Hill School
Primary: Cutteslowe, Wolvercote, Tower Hill, New Marston, Edith Moorhouse, Garsington CofE, Horspath CofE, Madley Brook, Witney, Middle Barton, Beckley, Rosehill, Sandhills, Larkrise, Charlbury and Sevenfields.

What's important to us

The principles of the River Learning Trust are:

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

We recognise that education has the power to change lives, communities and society for the better and that we can achieve more for our pupils, trainees, staff and communities by working together rather than alone; we are determined that the Trust will be successful in its vision.



Within this vision:

- Each school has its own unique character and ethos
- The relationships within the Trust ensure genuine and impactful joint accountability – the outcomes for all of the pupils in all of the schools matter to everyone

Reasons to work with us

Commitment to Professional Learning and investment in our staff

Schools are all about people, relationships and culture which support a great learning environment, and we are committed to the ongoing professional learning of staff whether you join as your first post or after many years. Our schools all run professional development programmes and the connections between our schools provides further learning and development with opportunities for teachers and support staff to work closely with others across the Trust.

We have a commitment to the wellbeing of staff, supporting them in their roles and in their development, seeking opportunities for colleagues to take next steps in their careers within RLT schools. Read our [Staff Charter](#) to find out more. Each of our schools also has a wellbeing champion supported by network coordinators.

The Trust also has a **lead school and a number of strategic partners within the Oxfordshire Teaching Schools Alliance (OTSA)** providing close access to professional development programmes and school improvement services, as well as opportunities for colleagues to engage in school improvement work.

High Standards

RLT has schools which have **completed a variety of school improvement journeys** and have been recognised for high performance in a number of settings:

- Special Measures to Good in latest Ofsted inspection
- Maintaining secure Good and Outstanding outcomes by improving school performance as the bar continues to be raised
- National Pupil Premium awards
- Expertise in applications for accreditation and grants which has seen Teaching School, National Support School and SCITT accreditation as well as grant-funding approval

Join a network of inspirational colleagues

Within RLT we have a number of National and Local Leaders of Education; OCC School Improvement Leads; Pupil Premium Reviewers; and a current Ofsted inspector. We also have 5 former Headteachers of strong local schools supporting our current schools as Support and Challenge Partners.

We create opportunities for colleagues in our schools to network and share resources and experience; we have numerous subject specific collaborative groups as well as offering training in a whole host of areas. We also ensure that our schools engage in other local networks and OTSA to ensure the opportunities for staff are plentiful.



SCITT

Our School Centred Initial Teacher Training Provider (SCITT) supports the training of teachers across Oxfordshire and schools within RLT are able to engage closely with its work. This supports teacher training and recruitment, and professional learning and career development opportunities for colleagues who are working with trainees.

Flexibility and Greater Opportunities

We do not compel colleagues to move around our schools – but for those people that are interested in the greater flexibility, mobility and experiences that joining a larger MAT can bring, those opportunities are available. We have a number of examples where colleagues have worked across schools including those working across different phases or in other different school contexts. And have further examples where colleagues have moved to promoted posts within RLT.

T&Cs and Benefits

As part of our offer we provide all staff with:

- Professional development and career opportunities
- Commitment to staff wellbeing
- Recognition of previous school continuous service
- Employee Assistance Support provision

Find out more at www.riverlearningtrust.org