



WORKING AT OUR SCHOOL

Teachers or members of support staff at The Oxford Academy have an opportunity to make a significant difference to the life chances of our students and to the communities they are drawn from. A quality education can change lives – and we are seeking to employ people who recognise this and are motivated to make sure we deliver.

Together with River Learning Trust (RLT), the leadership team at The Oxford Academy is creating a school where generations of young people are able to flourish.

Our goal is sustainable excellence. We are not seeking quick fixes. Our ambition is to be a place where the children of Blackbird Leys, Littlemore and Rose Hill thrive for many years to come.

At The Oxford Academy, teachers and support staff now benefit from school-wide high expectations about behaviour, clear routines, active support from leadership, centralised detentions and high-quality behaviour induction and training.

We have workload-friendly and manageable approaches to planning, resources, marking and assessment, as well as an excellent curriculum and resources to use and adapt.

RLT is a supportive trust that is built on key values of respectful relationships, a commitment to excellence and everyone learning.

Being part of RLT means access to a collaborative network of excellent staff, plus huge opportunities for continued professional development.

FROM THE HEADTEACHER

Every school where you choose to work gives you the chance to make a difference to young people's lives, but I feel that there is something really unique and special about The Oxford Academy.

Staff here are blessed with the opportunity to give children things that they would not otherwise have and to show them a path that they would not necessarily have imagined for themselves.

The Oxford Academy serves a fabulously diverse community that celebrates the school and takes pride in the achievements of its students.

Those students are drawn from a wonderful area that people who are not familiar with Oxford might not know even exists.

The community we serve is not the Oxford you see on the television. It is not the Oxford of grand old buildings and privilege.

There are some areas of genuine economic deprivation around The Oxford Academy – and it would be wrong to pretend that this doesn't create challenges.

It does.

But, for the right type of person, those challenges are what make working here such a special experience.

We have staff who have been here for a very long time and who talk with a genuine sense of love for the school.

They have been here for a long time because it is the sort of place that gets under your skin in a really good way.

These staff are people with a moral purpose and a real desire for The Oxford Academy to continue its journey of improvement.

If you are someone with drive and a desire to make a difference to the lives of our amazing children, then we would love for you to join on us on that journey.

Nora Ward

Headteacher



ABOUT RLT

River Learning Trust (RLT) is a multi-academy trust responsible for a number of primary and secondary schools and a school centred initial teacher training (SCITT) provider within Oxfordshire and east Swindon.

OUR VISION

Education has the power to change lives, communities and society for the better.

At the River Learning Trust 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 the River Learning Trust are united by a common belief in the benefits of working together, and by our commitment to our three 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 that our schools should improve faster and be better as part of RLT to ensure the best possible 'go' for our pupils.

Our 'How' is through the highest possible support and challenge for our schools and each other, underpinned by our three principles.

We use the principles of 'aligned autonomy' to empower colleagues in schools to perform well; we rarely direct from the centre but rather support leaders and other colleagues to do their work exceptionally well in their own context.

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.

WHAT MATTERS TO US

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

- Commitment to Excellence; striving for the best educational experience 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. This role provides an excellent opportunity to impact development and improvement across all of our schools.

OUR SCHOOLS AND OUR SCITT

We currently educate around 12,000 pupils and have around 1,700 colleagues working in the Trust. The SCITT trains some 110 trainees across 40 schools in Oxfordshire

SECONDARY SCHOOLS

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

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
(Based at The Cherwell School)

Please visit our website: www.riverlearningtrust.org. Here you will find more information about the Trust, our history, our schools and SCITT, our approach, and our people. In particular please read our Report to Stakeholders: December 2021