



RIVER
LEARNING
TRUST

The background of the entire page is a photograph of several hands stacked on top of each other in a circular formation, symbolizing teamwork and support. The image has a teal color overlay.

THE RLT STAFF CHARTER



WELCOME TO 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.

RLT Schools support the education staff wellbeing charter published by the Department for Education. It can be found at www.gov.uk/guidance/education-staff-wellbeing-charter. We have had our own Staff Charter in place a number of years prior to the publication of the DfE charter. Our staff charter provides some additional detail of what we provide and aim to achieve for colleagues.



You Will Be Supported To Develop And Grow 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 annual review 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 will be 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.
- ✓ The Trust has a policy to support emergency and special leave when needed.



Your Wellbeing Is Important



Every RLT school has a Wellbeing Champion and Mental Health First Aider. These roles are supported by the Trust's Wellbeing Network Coordinators and through a range of Trust-wide initiatives.

You will have access to materials which support the development of personal health and wellbeing.



Your time will be respected and supported. School calendars will be carefully planned and consulted on.

You will be recognised as an individual, as someone who has priorities outside of work.



We will undertake regular wellbeing surveys, enabling your school and the trust to collect your views and act on them at school and Trust-wide level.

Each school has a wellbeing policy outlining how it fosters, promotes and supports employee wellbeing.



You will have access to support through occupational health, and counselling, financial, legal and personal advice is provided through our Employee Assistance Programme.

RLT recognises the benefits of positive relationships with Trade Unions.



RLT is committed to ensuring equality across the Trust, and that all staff are treated fairly, in line with Trust policies.

Other Benefits You Can Expect



You will have the opportunity to join a Defined Benefit Pension Scheme; either Teachers Pension Scheme for teaching staff or the Local Government Pension Scheme for our support staff.



You will have access to complimentary tea and coffee, and a welcoming and calm environment in which to take a break.



New joiners moving from the public sector without a break in service can be reassured that RLT will recognise their continuous service.



The Trust offers a number of employee centred and family friendly policies and practices that support you in and beyond your workplace.



We are committed to offering Flexible Working wherever we can, in order to support the work life balance of our employees.



We offer enhanced sick pay, maternity leave, paternity leave and parental leave.



You will have access to a cycle to work scheme to purchase a bicycle including e-bikes and cycling safety equipment through a salary sacrifice scheme.



As A Teacher In RLT



You will have access to excellent learning opportunities as there is a focus on continuing professional learning and development to maximise training and development in our schools. We will not grade you or your lessons.



You will be supported with student behaviour through clear policies, highly effective training and confident leadership.



Assessment and marking, teaching and learning and data collection policies will support you to use your time in the most effective ways, without unnecessary workload.



Colleagues across all pay scales receive automatic progression to the top of their set pay range (unless in formal capability procedures). For teaching colleagues on the unqualified, main and leadership pay ranges this is annually, and for colleagues on the Upper Pay range this is every two years



Time will be provided for collaborative professional planning to reduce your workload and raise standards; this can include additional INSET time.