



River Learning Trust

Outline

- Introduction
- Principles, Vision and Values
- Education and School Improvement
- Impact so far
- Organisation and growth
- Governance
- HR, Operations and Finance

Context: RLT Timeline



Approx. no. of pupils: 1850 2150 2300* 2800 3800 5600 7000 7300 (plus Swan School)

*SCITT has c.80 trainees so similar in scale to a small/medium sized primary schools), Swan School provides preopening grant

Approx. entities*: 1 2 3 4 5 7 10 13 14

(*14: 4 Secondary, 8 Primary, plus Swan and SCITT) *Includes Swan School and SCITT – so ‘-2’ for number of open schools

Why grow or be part of something bigger?

- The moral driver of education
- Lessons we were learning, and challenges we were facing, from being a small MAT
- Direction of travel of the education system (and lessons from elsewhere)
- A culture of continuous improvement and of taking opportunities
- Relationships, culture, conversation and co-creation

River Learning Trust:

Principles

- **Commitment to Excellence**; striving for the best educational experience
- **Everyone Learning**; creating and taking opportunities that enhance lives
- **Respectful Relationships**; acting with care, integrity, and fairness in all we do
- ***Autonomy and Collaboration** with joint responsibility and accountability*
- *Networked localities*

Education and School Improvement

- School Improvement
- Membership of the Education Board
- Peer Reviews
- Preparation for Inspection
- Development of Curriculum, Assessment, Teaching and Learning
- Learning between and within phases
- Hub based school improvement support (SCPs)
- Benchmarking
- Trust support for key areas such as safeguarding
- Professional Development pathways
- Leadership coaching
- Recruitment and Succession planning
- Initial Teacher Training

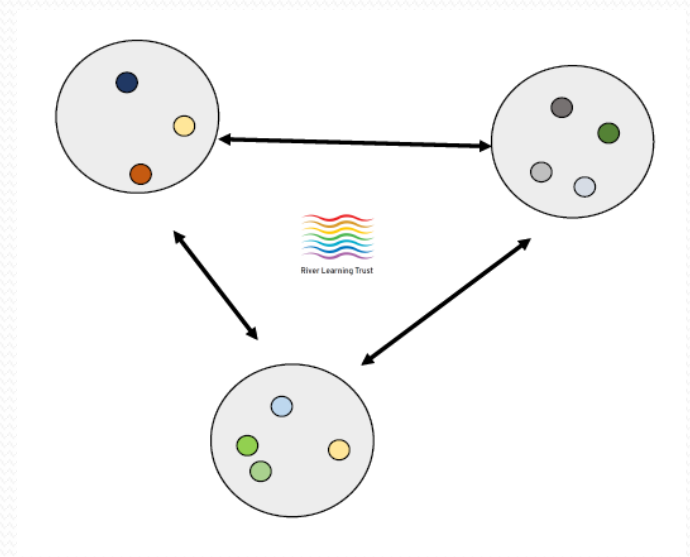
Impact so far

- Higher aspirations for ourselves
- Meaningful collaboration
- Support from central services
- Chief Exec and SCPs
- Ethos and relationships
- Retention of quality staff
- Sharing best practice
- Quality assurance
- Peer reviews providing impetus
- Moderation
- Professional dialogue
- Data sharing
- Capital funding for major projects
- Career progression
- Governor support and recruitment
- Responsive to need
- Grant funding

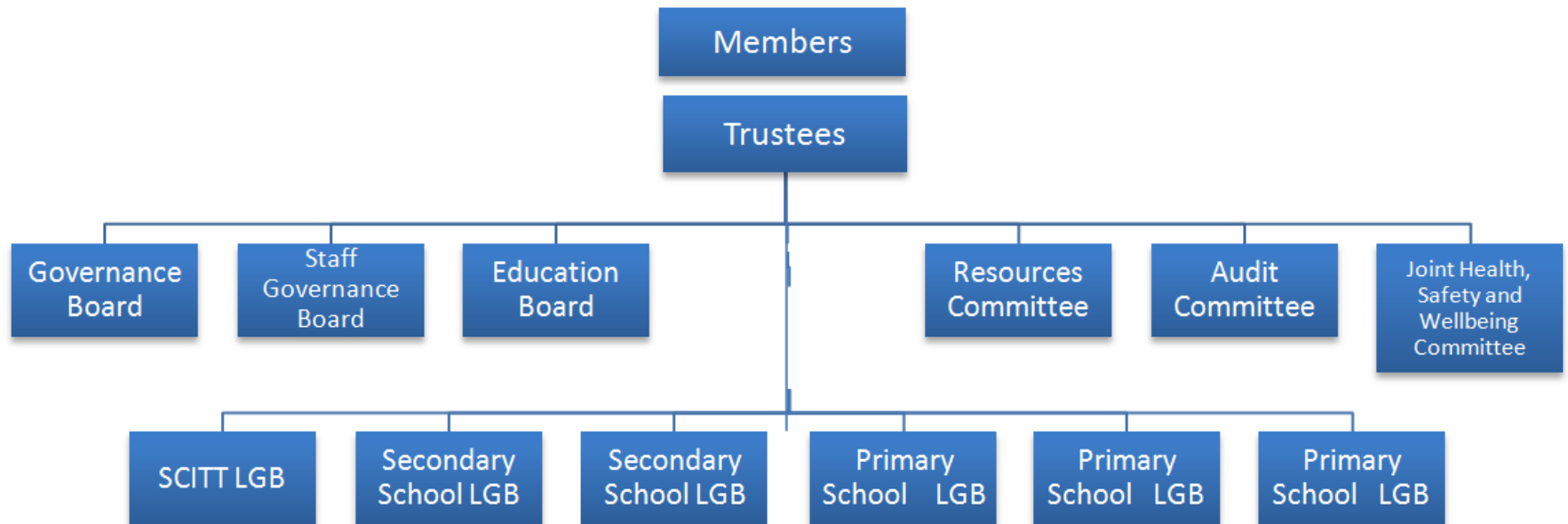
Organisation and Growth

Next 12 to 18 months *approx.*:

- 3 - 6 schools 4 - 5 hubs
- total of 15 - 20 schools
- 5 - 6 secondary schools
- 12 - 16 primary schools
- 9,000 – 11,000 pupils
- plus SCITT
- Beyond 2017-18/19 any future growth will be based on our existing principles and centre around the development of hubs and localities.



Governance & Accountability



- www.riverlearningtrust.org – ‘constitution’
- Scheme of delegation – *similar to maintained school*

Governance

- Membership of the Governance Board
- Governor training
- Head of Governance and Compliance
- Ofsted preparation
- Governance reviews
- Example Terms of Reference, Standard Operating procedures
- Policy Development
- Recruitment and Succession Planning

HR, Operations and Finance

- Financial management and compliance
- Budget modelling, preparation, and monitoring
- Finance advice, procurement and efficiency
- Payroll
- HR Service
- Support for staff recruitment, communications and marketing
- Health and Safety, Risk management and compliance
- Premises and Asset management
- Conversion Support



RIVER LEARNING TRUST A MULTI-ACADEMY TRUST COMMITTED TO EXCELLENCE IN EDUCATION

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About the Trust

The River Learning Trust (RLT) is a Multi-Academy Trust responsible for a number of schools and a school centred initial teacher training provider within Oxfordshire; 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.

Principles of the Trust

A commitment to excellence, striving for the best educational experience, engaging everyone in the Trust in learning, creating and taking opportunities that enhance lives, ensuring respectful relationships, and acting with care, integrity, and fairness. Within this vision each school has its own unique character, reflecting local communities and their needs and priorities. [READ IN FULL](#)

Members of the Trust

CUTTESLOWE
PRIMARY SCHOOL



TOWER HILL
PRIMARY SCHOOL



WOLVERCOTE
PRIMARY SCHOOL



THE CHERWELL
OTSA SCITT

