

River Learning 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.

The principles of the RLT

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

- **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

What our principles mean for our people and our schools:

The aims of the RLT

We work together across the trust for the benefit of our pupils, students and staff, our principles shaping all that we do.

- **Commitment to excellence:**

We aim for our schools to have the highest standards of behaviour, academic work, extra-curricular provision and teaching, and for our SCITT to excel in the quality of training and outcomes of trainees. We will support our pupils, trainees and our staff to be highly successful, recognising that success comes in a wide variety of ways, growing a culture of continual improvement where we look to provide the best possible educational experience. Working together across the schools and SCITT within the trust we will expect high standards from ourselves and each other.

- **Everyone Learning:**

Schools are learning communities for pupils and for staff; we will develop a culture that builds a thirst and excitement for learning where our pupils and our staff make the most of the opportunities available to them. Pupils, students, trainees and staff will benefit from the principles of a 'Growth Mindset'; they will develop resilience, be willing to take risks and develop new knowledge skills and understanding. They will understand that their abilities are not fixed, and this will ensure that they seek new challenges. Our pupils, students and trainees will learn with excellent teachers and our teachers will have excellent professional learning behaviours and opportunities. Schools in the Trust will work together to support and challenge each other, to share what is best and learn from what is working well; we will seek to direct resources and learning to secure the best education possible for our pupils, students and staff. We will be truly inclusive for all pupils, students and trainees, offering a rich and excellent educational experience whatever their academic ability, social background or special educational need. We aim to ensure that every individual has an equal opportunity to make the most of their lives, celebrating the differences within our communities and seeking to learn from this diversity. Our pupils, students and trainees will learn to create, lead and support diverse communities, bringing out the best in everyone.

- **Respectful Relationships:**

Acting with care, integrity, and fairness will be demonstrated within schools, the SCITT, and across the trust as we work together to achieve our aims; we will create a culture which places strong emphasis on trust and openness which encourages all to seek shared solutions, acting in the best interests of young people. We will continue to grow school communities where character matters for pupils, students, trainees and staff; how we treat other people and our responsibilities to ourselves, others and our communities will be at the heart of our schools. Not only will our pupils and students leave our schools with

academic attainment to ensure success at the next stage of their lives, they will also have developed the social and interpersonal skills and qualities which will see them be successful throughout their lives; we will provide opportunities which develop character and confidence so that our young people leave school with strong academic attainment alongside personal resilience, clear values and leadership abilities.

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