

Request

Tuesday 16th June 2026

Freedom of Information Officer

RNN Group
Town Centre Campus
Rotherham
S65 1EG

Subject: Freedom of Information Request – Aviation Curriculum Area Staffing Structure, Remuneration, Fairness and Transparency

Request Summary: A request has been made for information regarding the departmental structure, remuneration practices, and related HR policies for the Aviation curriculum area within the RNN Group.

Specific Information Requested:

- The current staffing and management structure for the Aviation curriculum area, including whether a Curriculum Leader (or equivalent) post exists.
- The applicable salary scales, pay grades, or remuneration bands for staff within this curriculum area.
- Details regarding how additional responsibilities, acting-up arrangements, or temporary honoraria are remunerated within the department when a designated Curriculum Leader is absent.
- Information on workload allocation practices and mechanisms used to ensure fairness and consistency when leadership responsibilities are distributed among staff.
- Copies of institutional policies and guidance concerning staff remuneration, pay progression, acting-up arrangements, additional responsibility payments, and equality in staffing decisions.

FOI PUBLIC DISCLOSURE LOG COPY

This document has been anonymised for publication to protect individual privacy in accordance with UK data protection legislation.

Our Ref: FOIA277

Your Ref: N/A

Date: 24th June 2026

Dear [REDACTED]

FREEDOM OF INFORMATION REQUEST (FOI): Aviation Curriculum Area Staffing Structure, Remuneration, Fairness and Transparency

Thank you for your request for information, which we have handled under the Freedom of Information Act 2000 (FOIA).

Any further correspondence regarding this should be addressed to FOI@rnngroup.ac.uk.

The RNN Group main centres of operations are located at the following sites:

Site Name	Address
Rotherham College	Eastwood Lane, Rotherham. S65 1EG
North Nottinghamshire College	Carlton Road, Worksop. S81 7HP
Dinnington Campus	SITE NO LONGER IN OPERATION*
Dearne Valley College	Wath upon Dearne, Swinton. S63 7EW
University Centre Rotherham	Doncaster Gate, Rotherham. S65 1DJ
RNN Training	Carlton Road, Worksop. S81 7HP
Idle Valley Rural Centre	North Road, Retford. DN22 8SG
Construction Centre Rotherham	Rawmarsh Road, Rotherham. S60 1RU
Skills Centre Shireoaks	SITE NO LONGER IN OPERATION*
National Fluid Power Centre	Carlton Road, Worksop. S81 7HP
Create Skills Ltd	SUBSIDIARY COMPANY CEASED TRADING*
Charnwood Training	SUBSIDIARY COMPANY CEASED TRADING*
Aston Recruitment & Training	NO LONGER OWNED BY THE RNN GROUP*
Rotherham Education Services	Eastwood Lane, Rotherham. S65 1EG
Retford Post 16 Centre	Old Hall Drive, Retford. DN22 7EA
Nottinghamshire Children & Family Partnership	PARTNERSHIP HAS CEASED*

*Data from these sites have been re-located to other centres within the RNN Group, and if applicable, have formed part of the search for the information requested.



Below is the information you requested.

The current staffing and management structure for the Aviation curriculum area, including whether a Curriculum Leader (or equivalent) post exists.

The current staffing structure for the Aviation curriculum area consists of the following positions:

- 1 x Curriculum Manager
- 1 x Curriculum Team Leader for Business and Aviation
- 3 x Lecturers

The management structure currently in place is as outlined above. As of the date of this response, there are no planned operational changes to this structure.

The salary scales, pay grades, or remuneration bands applicable to staff working within the Aviation curriculum area, and whether all staff are remunerated on the same pay scale and grade.

The RNN Group is withholding specific details regarding individual pay scales, precise grades, and individual salaries of staff within this curriculum area. Please see the Section 40(2) Refusal Notice below.

Exemption Notice — Section 40(2) (Personal Information) The Aviation teaching team comprises a small cohort of three individuals. Disclosing specific salary points, grades, or individual remuneration details for a team of this size carries a high risk of identifying individual members of staff and revealing their personal financial data.

Accordingly, this information is exempt from disclosure under Section 40(2) of the Freedom of Information Act 2000, as disclosure would contravene the data protection principles set out in the UK GDPR. This is an absolute exemption; therefore, a public interest test is not required.

Details regarding how additional responsibilities, acting-up arrangements, or temporary honoraria are remunerated within the department when a designated Curriculum Leader is absent.

Any temporary or additional remuneration applied for extra operational duties is administered systematically, based on the evaluated requirements of the specific role being covered at that time, and in line with institutional job evaluation frameworks.

Information on how the institution ensures fairness, transparency, equality, and consistency in remuneration and workload allocation where leadership responsibilities are distributed among staff.

Staff workloads and responsibilities are allocated in accordance with an individual's designated job role. Teaching hours and associated remission (allocated non-teaching time) are agreed upon via the standard curriculum

planning process, in line with the Workload Agreement (2017) recognised by the RNN Group's trade unions.

Copies of any policies, procedures, or guidance documents relating to staff remuneration, acting-up arrangements, additional responsibility payments, and equality/fairness in staffing decisions.

- **Remuneration / Acting-Up / Additional Responsibility Payments:** The RNN Group does not hold standalone, dedicated policy documents for these specific technical functions. Instead, temporary pay adjustments and progressions are processed under standard institutional job evaluation guidelines and collective bargaining frameworks.
- **Equality and Fairness in Staffing Decisions:** General institutional policies governing equality, conduct, and fairness across staffing decisions—including the Staff Code of Conduct, Recruitment and Selection Policy, and Grievance Policy and Procedure—can be accessed publicly online via the RNN Group website at: www.rnngroup.ac.uk/ig.

Please note, whilst you have exercised your right to information under FOI, the RNN Group may not release some data it has on record. For example, if it contains personal details of individuals or if other exemptions apply, as detailed within the FOI legislation. See the Information Commissioners Office (ICO) website for further details as to what this means to you and the request you have made:

<https://ico.org.uk/for-the-public/official-information/what-to-expect-after-making-an-information-request/>

In keeping with the spirit and effect of the FOIA, and in keeping with the RNN Group's transparency agenda, all information is assumed to be releasable to the public unless exempt. Therefore, the information released to you may now be published on the Group's website at www.rnngroup.co.uk/IG together with any related information that will provide a key to its wider context. Please note that this will not include your personal data.

Attached is Appendix A, giving contact details should you be unhappy with the service you have received from the RNN Group in regards to this FOI request.

If you have any queries about this letter then please do not hesitate to contact us.

Yours sincerely

The RNN Group Information Governance and Assurance Team

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Appendix A

If you are unhappy with the service you have received in relation to your request, you may make a complaint or appeal against our decision under chapter 36, part 1, section 17 (7) of the Freedom of Information Act or under chapter 12, part 6, section 165 of the Data Protection Act (Article 57(1)(f) and (2) and 77 of the General Data Protection Regulations), within 40 working days of the date of this letter.

A copy of our complaints process can be found on the RNN Group website by following the link below and selecting the Feedback and Complaints section:
<https://www.rnngroup.co.uk/IG>

If you are not content with the outcome of the internal review of your complaint, the DPA gives you the right to apply directly to the Information Commissioner for a decision.

Please note that generally the Information Commissioner cannot make a decision unless you have first exhausted the RNN Group's own complaints procedure.

The Information Commissioner can be contacted at:
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF