



Dear Candidate

Thank you for showing interest in the role of Assistant Principal, with responsibility for behaviour, at Oasis Academy Sholing. This is a pivotal position that presents a perfect opportunity for an enthusiastic, experienced leader to effect change and bring new dynamics to our academy.

If you are successful, you will join a strong senior leadership team with a proven track record of outstanding leadership qualities.

Our school is in the stages of development on site, an exciting time, with a significant new build including a new sports hall and reception area. This is in part to address the growing number of students on roll and with most years being oversubscribed.

We are a very close-knit school community and staff feel fully supported and motivated. We build strong relationships, enabling our staff to flourish and grow their skills, supported by continued professional development. The overarching vision of our Academy is to provide 'Exceptional Education at the Heart of the Community', we want to ensure that all our young people, whatever their starting points or background, get the education they deserve - and they deserve nothing less than exceptional. Please find further information about our school values and vision here; [Vision and Values - Oasis Academy Sholing](#)

All staff are encouraged to recognise their ambition, including support staff, and the successful candidate would be expected to continue their learning around key aspects of leadership and effective teamwork. I sincerely hope that you will choose our school as the next step in your career because this position will provide you with a wealth of opportunities to advance further in your leadership development.

At Oasis Academy Sholing we understand that having that chance to feel heard by your peers and by our staff, being able to take part in special school activities and that finding your voice among the crowd is life changing for some. Our student voice is strong through our school parliament, and they recognise how important this role is also.

Education is in a pivotal period and even with the ever-increasing demands of the job it continues to be the best profession to work in and the most satisfying.

Principal - Martin Brown

Oasis Academy Sholing

Middle Road, Southampton, SO19 8PH

Tel: 023 8044 8861 Email: info@oasissholing.org

www.oasisacademysholing.org



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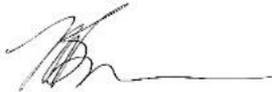
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I am hoping that after reading this, you will be enthusiastic about joining Oasis Academy Sholing in its continued success.

Please do not hesitate to contact my PA Julie Hughdie, Julie.Hughdie@oasissholing.org for further information or if you would like to arrange a tour of the school.

Kind regards



Martin Brown
Principal



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Assistant Principal: Behaviour

Location:	Oasis Academy Sholing	Salary:	L12-16
Working pattern:	Full time, permanent	Disclosure Level:	Enhanced

Job Purpose:

- Core responsibilities of this post relate to setting the direction and implementing strategy for the area of behaviour expectations including attitudes, behaviour and pastoral support.
- All leaders in the academy share in devising strategies for raising standards and fulfilling the academy vision of ‘Striving for Excellence’.
- To work as part of a team to ensure high quality and appropriate professional development and learning for all members of staff.
- To work as part of the Senior Leadership Team in securing our ongoing improvement and providing exceptional education at the heart of our community.

Strategic Responsibilities:

- To lead on and contribute to successful behaviour expectations for all.
- To lead and contribute to pastoral development across the school.
- To work with the Vice-Principal to drive and implement the behaviour strategy.
- To work as part of the Senior Leadership Team, influencing and driving the continual improvement of the academy.
- To make a significant contribution to raising standards of achievement for learners of all ages and abilities, supporting them to thrive in learning and life, and inspiring them to be the best that they can be.
- To contribute to the design, development and implementation of effective and efficient systems and processes which make a sustained contribution to the academy’s day to day operations.
- To contribute to the development and implementation of our strategic priorities, development plan and self-evaluation.

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Key Relationships:

- Staff, students, and parents at Oasis Academy Sholing.
- Colleagues from across the Oasis network, including the National Education Team.

Specific Responsibilities as a member of SLT:

- To support colleagues to achieve their best, prioritising streamlined approaches to working at all levels and within all roles, to promote time effectiveness, efficiency and positive impact.
- To deliver lessons which are at a consistently high standard, acting as a role model for both teaching and support staff.
- To develop positive relationships with students, staff, and parents, acting with integrity and consistency throughout.
- Providing high quality challenge and support, together with mentoring and coaching, to colleagues on the staff team.
- Establishing plans and monitoring the quality assurance procedures for key aspects of the academy's work.
- Providing high quality line management so that:
 - Teams are well managed and deployed.
 - All students with challenging behaviour are successfully engaged in learning.
 - All groups of learners reach high levels of achievement.
- Ensuring the accuracy of the evidence base on which the following are derived: the Local One Plan, the Academy Self Evaluation Form, reports to stakeholders, statistical returns at Board level and to the DfE.
- Maintaining high levels of staff and student morale and motivation, securing their commitment to the aims, objectives and priorities of the academy.
- Secure and sustain effective leadership of the behaviour for learning guidance through structured monitoring, evaluation, and review.
- To take a lead on the rewards and sanctions policies in the academy, ensuring they are fit for purpose and that student voice is considered as part of the review process.
- Undertaking any other professional duties of the principal which are reasonably delegated to him/her by the principal.

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Safeguarding Children

Oasis Community Learning is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks DBS checks and a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis Community Learning ethos. Oasis Community Learning supports Equal Opportunities Employment.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility.

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Person Specification

Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status
	<ul style="list-style-type: none"> • Degree qualification in relevant subject area
Experience	<ul style="list-style-type: none"> • Successful leadership experience in at least one secondary school • A proven track record of developing positive and productive relationships with young people and adults • A proven track record of positive pastoral impact. – something phrased about this?! • Evidence of personal impact on student outcomes, achieved through consistently good teaching
	<ul style="list-style-type: none"> • Evidence of being able to initiate and manage change
	<ul style="list-style-type: none"> • Effective line management experience <p>Evidence of success at a senior or middle leadership level in developing whole school strategy and vision.</p>
Personal Skills and Attributes	<ul style="list-style-type: none"> • A genuine commitment to working with young people, and a desire to support them to thrive in learning and life • A high level of personal and professional integrity • A highly organised individual who can effectively prioritise tasks and use time efficiently • Flexibility, adaptability, resilience, and a willingness to be involved with Academy life beyond formal lessons
	<ul style="list-style-type: none"> • The ability to bring simplicity to complex scenarios, communicating key messages effectively to a wide range of audiences
	<ul style="list-style-type: none"> • Enjoys engaging with wider reading and research related to education and learning
	<ul style="list-style-type: none"> • A commitment to continual personal learning and development
	<ul style="list-style-type: none"> • The ability to work effectively as part of a team

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