



Oasis Community Learning Senior Leader Recruitment Brochure

With over 80% of our academies 'Good' or 'Outstanding' we are providing

"Exceptional Education at the Heart of the Community"





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A warm welcome

Thank you for your interest in joining the Oasis Community Learning (OCL) family. We are looking for talented [teachers/leaders/support staff], who share in our vision and values, to join our team.

It is our vision that every young person in our academies reaches their potential, no matter what their starting point and leaves us with an aspirational, fulfilled and prosperous future ahead of them. We are at an exciting time for our organisation. In 2020 we introduced the OCL One Plan, uniting all areas of our organisation to achieve our mission by providing clear direction for the next five years, and a new entitlement for every child. One of these entitlements is access to online learning wherever you are; each student in Oasis will receive an iPad to use at school or at home. Together, we will provide our young people with the opportunities that they deserve to realise their potential.

Our people are our most important resource and our catalyst for change. Are you the one to help us do this?

We hope that you find everything you need in this brochure, and welcome you to get in touch with the academy you are applying for with any questions you may have.

John Murphy

CEO, Oasis Community Learning



About Oasis Community Learning

Oasis Community Learning is one of the largest trusts in the UK and has a vision to create 'exceptional education at the heart of community.' We are a family of 52 academies: 31 primary, 18 secondary and 3 all through.

We specialise in working in socially deprived communities, and we have intentionally positioned our education services within some of the most challenging and disadvantaged communities in the country. Over 80% of our academies are now rated as Good or Outstanding. In keeping with our vision of community, each academy offers a wide range of integrated and holistic provision to both our students and the local community through its Hub strategy.



What we offer our Senior Leaders

There are a number of offers that you will receive when you join the Oasis family that makes us stand out as an employer of choice. Our Principals enjoy both individual autonomy and the benefits of being part of a family of academies, regionally and nationally. Other benefits include extensive support, opportunity to make trust-wide impact, comprehensive CPD and clear career progression opportunities within the family.

Clear career progression opportunities

As a large trust, we are able to provide clear career progression opportunities from NQT, through to Principal and Regional Director roles. In partnership with external providers, we provide accredited and bespoke training programmes including the NPQML, NPQSL and the NPQH. We also work closely with the Ambition Institute to deliver high quality CPD in pedagogy, behaviour management and curriculum development.



The Monitoring and Standards Team (MST)

The Oasis Monitoring and Standards Team are a group of experienced school leaders, Ofsted inspectors or HMI, who visit our academies to work alongside our principals to agree the academy's next steps. As a senior leader, you will benefit from the expertise and advice of our MST, working in partnership with them to improve your academy and maintain high standards.

Trust-wide opportunities for you to make a difference

There are a wide range of opportunities for teachers to support and play a key role in trust wide initiatives. This can be through:

- Taking part in MST reviews
- Joining strategy groups to develop best practice (for example, Assessment, SEND, Early Years, Equality and Diversity or Safeguarding)
- Developing policies for provision across the trust
- Pioneering new systems and approaches

Support and sharing best practice

As part of a regional family of Oasis academies, you will enjoy the support and challenge of your peers within the region as well as from across the trust:

- **Regional Directors (RDs):** As a senior leader within Oasis you will receive the support, challenge and leadership of your Regional Director, who provides localised governance, delegated from the CEO.
- **National Lead Practitioners (NLPs):** NLPs are highly effective teachers who are released from their own academy for 1.5 days a week to design curriculum and promote best practice in academies across the trust.
- **Regional Improvement Networks (RINs):** Networks exist to share effective practice, moderate students' work, raise standards, collaborate, undertake training, reduce workload, and give opportunities for leadership.
- **Assessment:** Our NLPs have developed year group assessments in secondary and through a unified approach to exam boards we are able to work together to promote highly effective teaching strategies to secure the best outcomes for our students. For primary we have whole phase assessment systems to track achievement in every cohort in each academy.
- **Best Practice Directory:** Through our intranet we have numerous strands of best practice that academies can access, and add to.
- **Oasis Teaching School:** We have a Teaching School based at Oasis Academy Limeside in Oldham, Manchester, which acts as a source of best practice CPD.
- **Conferences:** We hold CPD conferences across the UK to share best practice and pedagogy; regional and national. These are enhanced through support from our NLPs and RDs.
- **Regional and National Services:** Academy leaders are supported by a team of service staff including the RD's Executive Assistant, Property & Estates, a Business Partner from the People Directorate, IT support, guidance from the regional Finance team, and Communications.

More information about our NLPs and best practice is available in our Video Gallery on our [website](#).

Our curriculum

In line with the Oasis Education Charter, the curriculum is the heart of our academy's educational provision. Through this and our commitment to an exceptional climate for learning and great pedagogy, we make learning the foundation of every lesson. We have designed our curriculum to meet the needs of all, striving for personal as well as academic and vocational excellence.

We know that the development of character does not happen by chance but by purpose and intention: it is therefore an explicit part of our curriculum. We work

hard at preparing our students to be the best version of themselves, today and in their futures.

Our curriculum is highly effective. In order to ensure that all our students receive the best, broad and exciting lessons and to make teachers' workload manageable, we have designed the Oasis Curriculum for all secondary subject areas. Led by our National Curriculum Leads, by the end of the academic year 2019-2020 we plan to have this extended into the primary phase, so that children from age 2 to 18 have the very best possible curriculum entitlement.

The Oasis ethos

Our ethos is a part of everything we do. We are looking for people who not only share in our vision but are champions of our ethos and 9 Habits.

Our ethos is:

- A passion to include everyone
- A desire to treat everyone equally, respecting differences
- A commitment to healthy and open relationships
- A deep sense of hope that things can change and be transformed
- A sense of perseverance to keep going for the long haul

Putting the community into Oasis Community Learning: Oasis Hubs

Developing and running Hubs is core to the global purpose of Oasis and vision for healthy communities. To this end, our staff are committed to working in an inclusive, integrated and empowering way so that all people experience wholeness and wellbeing. We want to see local communities that are characterised by trust, safety, cohesion, mutual support, vibrancy, health and opportunity, as well as increasing capacity to address their own issues. We want to see those who are excluded brought back into the community to share the experience of wholeness and wellbeing.

Each Oasis academy is part of an Oasis Hub that responds to the needs of the local community through many different forms of outreach. Our united goal is to see the entire community transformed for the better.



Hear from our staff

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One of the most best elements of our Trust are the opportunities for development in your areas of interest and expertise. There are the obvious promotional channels in leadership but then beyond that so much more. I am part of the Primary Assessment team, working with Principals from other regions and our Director or Primary to shape assessment best practice across the trust. We are also developing the CPD trust-wide approach of T&L Instructional Coaching for Primary after the successes in Oasis South Bank.

The unique Oasis Hub Model has been exciting to develop at Warndon. Our hub launched in February 2018 and has gone from strength to strength. Activities and events bring people together and offer opportunities and developing sense of community for all. The hub also allows us to support our most vulnerable, especially with services at local level diminishing significantly in recent times. It is exciting to be part of something so forward thinking and with such potential impact!

Ultimately, you get the best of both worlds at Oasis. The deep moral satisfaction of making a difference by ensuring disadvantaged communities receive exceptional education as well as the sense of family in being part of an organisation who values you for your strengths; celebrates your achievements and has so many options for career progression and experiences.

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Emily Hobson

Oasis Academy Warndon



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I owe a huge amount of gratitude to Oasis. The organisation and the great leaders within it, have promised to support my development as a young aspiring leader. The opportunities that have been gifted to me have been second to none. Since being at Oasis I have been successful in landing my Middle Leadership Qualification with the National College and have since completed my National Qualification in Senior Leadership.

The professional development that Oasis has offered to me through my personal performance has most certainly helped in securing my biggest professional accomplishment – Assistant Principal.

Through sheer hard work, perseverance and high levels of commitment, I have been honoured in helping a significant number of Oasis students have greater opportunities in life, regardless of their socio-economic starting points and backgrounds.

I am supported with this mission via the inclusive ethos Oasis Community Learning adopts. Oasis is a caring environment that parents choose to send their children to and one that I'm proud to be a part of as a member of staff.

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Lewis Gundry

Oasis Academy Lord's Hill



The Oasis Education Charter

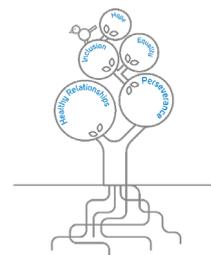


The Oasis Education Charter is who we are, how we are distinctive and the entitlement we provide for our children and their communities.

Oasis Ethos

Our ethos is rooted in what we believe and who we are.

- We have a passion to include everyone
- We have a desire to treat everyone equally, respecting differences
- We have a commitment to healthy and open relationships
- We have a deep sense of hope that things can change and be transformed
- We persevere and keep going for the long haul



Oasis Learning

The purpose of education is to understand what it means to be human - living intentionally and asking two key questions: Who am I? Who am I becoming?

The foundation of our students' learning is made up of five integrated objectives

- We develop competence, striving for excellence in skills, knowledge and qualifications
- We foster character and self-belief and encourage our students and staff to become the best versions of themselves through the 9 Habits
- We embrace community, advocating the value of living interdependently with others
- We equip our students and staff to be engaged local and global citizens who strive for a better society
- We nurture and empower a life-long passion for learning in all the people we serve



Oasis People

As an interdependent family, we enjoy exceptional strength and opportunity.

- We believe that good relationships are at the heart of everything we do
- We support and encourage each other in championing the Oasis ethos
- We work, learn and develop together so that students and staff can share and benefit from everyone's best practice



Oasis Purpose

We work in partnership with our communities to transform lives, where everyone is included, can contribute and is able to reach their God-given potential. We deliver this through an Oasis Hub our model of integrated community development.

- We deliver education in the context of our Hubs
- We create a culture of excellence for all



Oasis Inclusion

Our vision is driven through a passion and commitment to include everyone.

- We believe all our children and young people are precious; we prioritise social inclusion and integration in all we do
- We model and set high aspirations and expectations for every child and young person and member of staff
- We provide opportunities and experiences for all of our students, as well as their wider families, giving advantage to the disadvantaged



Oasis Curriculum

The curriculum is the heart of Oasis's educational provision.

- We make great learning the foundation of every lesson
- We design our curriculum to meet the needs of all
- We strive for personal as well as academic and vocational excellence, achieving outcomes that drive social mobility, and give everyone freedom of choice through their lives



A number of reference documents support the Oasis Education Charter, and are available on www.oasiscommunitylearning.org



www.oasiscommunitylearning.org
T: 0207 921 4200

For updates on our trust and upcoming vacancies follow us on:

 @OasisAcademies   /OasisCommunityLearning

