


A graphic element in the top left corner consisting of two overlapping chevron shapes. The top chevron is purple with the word 'Oasis' in white. The bottom chevron is dark blue with the words 'Academy:' and 'John Williams' in white.

Oasis

Academy:
John Williams

A photograph of the Oasis Academy John Williams building. It is a modern, two-story structure with a dark facade and large glass windows. The school's name is visible on the upper right part of the building. In the foreground, there is a paved area with wooden benches, a black lamppost, and a small garden bed with green plants. A grassy area is at the bottom of the frame.

Oasis academy
john williams

A large, white, hand-drawn style circular graphic that frames the bottom right text area.

**Assistant Vice
Principal**

Oasis Academy John Williams
Bristol



Welcome to Oasis Academy John Williams

Oasis Academy John Williams is a very special place to learn and work. I have been part of our incredible journey for twelve years, serving the last seven as Principal, and am exceptionally proud of our students, staff and wider community.

Since 2008 we have seen our student outcomes in terms of academic achievements improve dramatically with these now regularly being in line with the national average. This is testament to the commitment, drive, passion, energy and talent of our exceptional staff team.

Our last Ofsted visit was in September 2017, where we were again judged to be a 'Good' school with 'Outstanding' Leadership and Management. Since then we have continued to move yet closer to becoming the exceptional school our community deserves. We value strong relationships with our parents and carers and know that through working closely together it is ultimately our young people who benefit. Indeed, we are now the school of choice for our local community, being heavily over-subscribed in all year groups.

We like to keep things straightforward at OAJW, and as such our priorities are simple. For our young people we want everyone to become a self-regulating and independent learner who achieves their personal best. We do this by ensuring access to an exceptional curriculum delivered expertly by well supported practitioners in a positive learning culture. We

also know the journey through life can, at times, be challenging. This is why we support our young people every step of the way through the delivery of a strong and coherent pastoral curriculum and a careers programme that helps prepare them for the next phase of education or training.

People matter. For our staff we place a high value on personal development and professional training. We invest heavily in supporting the growth of our team as excellent teachers and leaders, believing that if our young people are surrounded by caring, committed and talented staff that they will be best placed to achieve remarkable success. Being part of Oasis offers many opportunities for collaboration and professional learning. We are a family and work closely together to ensure the delivery of an exceptional education at the heart of our local communities.

We are looking for a talented, caring and passionate person to join our team; if as you read through the information in this pack, and find yourself wanting to understand more, please do get in touch by telephone or email and also take a look at our website. For the right person, this is a truly unique opportunity.

Victoria Boomer-Clark
Principal





About the Academy

Oasis Academy John Williams is a secondary academy in South Bristol which currently serves just over 880 young people. We are housed in a modern new build [new build opened in September 2010] with a host of subject specialist rooms and in December 2016 we further enhanced our facilities with a state of the art AstroTurf and tartan-running strip.

The Academy is part of the Oasis Bristol hub which has three secondary schools with two additional free schools due to open in the coming years. Our last Ofsted inspection was in September 2017 where we were again judged to be a 'Good' school with 'Outstanding' Leadership and Management.

Our student population is 84% White British, 16% SEN, 43% Disadvantaged and 32% FSM. We are proud to be the school of choice for so many in our local community and we have been heavily over-subscribed for the past five years.

Why choose us?

We have a strong, supportive staff team committed to raising standards for all our students. Our centrally planned and knowledge-rich curriculum is implemented through evidence-based T&L, rooted in the science of learning and principles of Rosenshine. You will be at the forefront of education technology through the Oasis Horizons project which includes the use of 32GB 8th generation Wi-Fi enabled iPads by all staff and students. At OAJW we value opportunity for extensive professional development including departmental co-planning, instructional coaching and collaboration with peers by being part of Oasis Community Learning.

At OAJW we very much believe in a sense of 'team' and working together in support of one another and the wonderful young people we serve. We run bespoke induction and NQT programmes to ensure all colleagues new to our team feel welcome and equipped to be successful. We have a strong record of opportunity for professional growth and development, with many of our current Middle Leaders starting with us as NQTs, and there are opportunities to access NPQML and NPQSL. Our staff profile is balanced in terms of stage of career, welcoming new entrants to the profession and working with those more established.

There is an active staff forum who meet half-termly to share thoughts and reflections as well as planning staff social and well-being events. 'Period 5 release', where timetables permit, afford the opportunity for staff to leave site at 1:30pm one day a week if not teaching in the afternoon. Our staff are also able to take advantage of tea, coffee and refreshments provided throughout the day, use of fitness centre facilities and free on-site parking. The Teachers' Pension Scheme and Employee Assistance Programme are accessible to all teaching staff at OAJW.



About Oasis

Oasis Community Learning is part of the wider Oasis charity established in 1985 by Rev. Steve Chalke MBE. Since opening our first academy in 2004 we have grown as a family into 52 academies spread across the country in five separate geographical hubs, making us one of the largest Multi-Academy Trusts in the UK. We work in some of the most socially disadvantaged areas of the country but believe passionately in the

potential of the people who live there. Oasis exists to give advantage to the disadvantaged by building communities and transforming lives. Whilst each Oasis academy has its own unique and individual character, we are united together in the pursuit of this important goal. 81% of our academies are rated good or better by Ofsted which is a testament to the hard work and commitment of every single one of our employees.



30,000 Students



52 Academies



Over 5,000 Staff

Oasis' Vision

The over-arching vision of Oasis is for community - a place where everyone is included, making a contribution and reaching their potential. As well as delivering first-class, innovative education Oasis seeks to build 'Hubs' in the areas it works; creating safe and inspiring local neighbourhoods that provide integrated and diverse services to benefit the whole person and community.

Oasis Community Learning's vision is to create **'Exceptional Education at the Heart of the Community.'**

The complex responsibilities of education are understood through the lens of Character, Competence and Community. These principals are intentionally developed and embedded in all of our academies.

Together Oasis staff aspire to:

- ◆ Create safe, stimulating learning environments
- ◆ Increase progress and attainment to above national averages
- ◆ Provide teaching quality which secures good and accelerated progress for all students



The Oasis Ethos

Oasis Community Learning's vision is to create 'exceptional education at the heart of the community'. Our ethos is part of everything we do, and we look to employ people who live it out day after day:

A passion to include everyone

A desire to treat everyone equally, respecting difference

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

Recent Developments

One of the most important developments in recent years has been the publication of the Oasis Education Charter which expresses the aspirations of the entitlement we want to provide for all our young people. In practical terms this has meant the development of a knowledge-rich Oasis curriculum to which all our young people receive and highlights the benefits of collaboration across the trust.

This year, in partnership with Apple, Oasis launched the Horizons project which will place

an iPad into the hands of every child who attends an Oasis academy by September 2021. This will ensure all students have access to lessons and resources, making learning visible in a way it has never been before and guaranteeing that nobody is left behind. This means we are well placed to be at the forefront of the education technology revolution accelerated by the recent Covid-19 pandemic.



Job Description

Post:

Assistant Vice Principal

Salary:

L12—16

Working Pattern:

Full Time— Permanent

Responsible to:

- ♦ The Principal
- ♦ The Vice Principal – Personal Development, Behaviour and Welfare and Year Team Raising Standards Leader in matters relating to the role of Learning Mentor

Key Relationships:

- ♦ Staff, students and parents/carers at OAJW.
- ♦ Colleagues from across the Oasis network, including the National Education Team.

Job Purpose:

- ♦ To ensure that every student's entitlement to excellent provision is met by providing high quality strategic leadership and operational management.
- ♦ To work as part of a team to ensure excellent professional development for all members of staff.

Strategic Responsibilities:

- ♦ To lead and contribute to the strategy around the development of teaching and effective learning.
- ♦ 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.
- ♦ To act as principal policy advisor to the Senior Leadership Team on all matters relating to your strategic priorities.

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, so as 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 to Middle Leaders 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 from which the following are derived: the Academy Development Plan, the Academy Self Evaluation Form, reports to stakeholders, statistical returns at Board level and to the DfE.



Person Specification

Qualifications	<ul style="list-style-type: none">♦ Qualified Teacher Status♦ 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♦ Evidence of personal impact on student outcomes, achieved through consistently good teaching♦ Evidence of being able to initiate and manage change♦ Effective Line Management experience
Personal Skills & 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 willingness to be both a giver and a receiver of feedback♦ 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♦ The ability to bring simplicity to complex scenarios, communicating key messages effectively to a wide range of audiences♦ Enjoys engaging with wider reading and research related to education and learning♦ A commitment to continual personal learning and development♦ The ability to work effectively as part of a team