



Oasis Community Learning Teacher Recruitment Brochure

With 87% 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 Oasis 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 through the Oasis Horizons iPad scheme - helping to put an end to inequalities in learning opportunity. 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.

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 54 academies: 31 primary, 20 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. 87% 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.



Our offer to you

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. These include curriculum development and support networks designed to innovate teaching and reduce workload, clear progression paths, comprehensive CPD packages, and opportunities to create change.

Clear career progression opportunities

As a large trust, we are able to provide clear career progression opportunities from NQT, through to middle leader, senior leader, 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.

Teachers are also given ongoing training through the Oasis Horizons iPad scheme to help support their teaching, digital efficacy and management skills.

Curriculum development and reduced workload

Our NLPs and National Curriculum Leads have worked hard to create the Oasis Curriculum. Your time as a teacher is valuable, and we hope that this will support you with managing your workload and work-life balance.

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:

- Pioneering new systems and approaches, based on current educational research – being at the cutting edge of educational thinking and development.
- Transferring between academies to support academy improvement or to gain additional experience in preparation for promotion.
- Leading a Regional Improvement Network for your subject or year group.
- Becoming one of our NLPs or National Curriculum Leads.
- Joining strategy groups to develop best practice

(e.g. Assessment, SEND, Early Years, Equality and Diversity, Safeguarding.

- Becoming part of one of our staff network groups, such as our Equality Diversity Inclusion team or LGBTQ+ Allies.
- Becoming a middle and/or senior leader in our Trust.

Wellbeing and support

We care deeply about the wellbeing of our staff, and therefore offer a number of services to help you stay well, happy and fulfilled in your role. These include:

- Access to free counselling service.
- Cycle to work scheme.
- Free eye tests.
- Health cash plan scheme.
- Access to Occupational Health resources and advice on a number of health issues.

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:

- **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. As part of Oasis you will have the opportunity to become an NLP.
- **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.
- **Conferences:** We hold CPD conferences across the UK to share best practice and pedagogy - regionally and nationally. These are enhanced through support from our NLPs.



Our curriculum: Character, competence & community

The curriculum is the heart of our academies' educational provision. Through this and our commitment to an exceptional climate for learning and great pedagogy, we make great learning the foundation of every lesson. We have therefore spent years working with our NLPs and experts within Oasis to design our Oasis Curriculum to meet the needs of all, striving for personal as well as academic and vocational excellence.

There are three golden threads that run through the Oasis Curriculum: character, competence and community.

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.

We want each and every one of our young people to be competent in their development and learning. Our students will have the skills, knowledge and expertise to choose their life pathway.

Community is a huge part of life at Oasis, as each of our academies work closely with their local Oasis Hub to serve their community within and beyond the school. Our children are empowered to play an active part in building their community, where everyone is included, making a contribution and reaching their God-given potential, and have regular opportunity to engage with Hub activities.

Our curriculum is highly effective, and has been praised by Ofsted as 'broad and ambitious'. It is also a fantastic opportunity for those interested to contribute and shape the way our lessons are delivered nationally, whilst also helping us to manage workload and a good work-life balance.

The Oasis Entitlement

All of our students, across all age groups, enjoy the Oasis Entitlement, a guaranteed set of opportunities during their time at the academy:

- Reading strategies so that every student becomes a fluent reader
- Access to online learning
- Access to high quality mental health support
- Be a student leader or mentor
- Be part of a school production
- Be part of a school team
- Play a musical instrument
- Play an active part in a Hub project
- Attend a residential trip
- Visit the theatre, an art gallery and an museum
- Visit universities and places of work



With Oasis Horizons, every student who joins the Oasis family will receive their very own iPad for the duration of their time with us. We want to give our young people equality in their opportunity for learning, therefore the iPad will be theirs to use at school and at home.

Filled with educational apps, the iPad is used in lessons for exploration of learning, class quizzes and teamwork projects. They are a fantastic teaching tool for our staff to keep on top of new resources, student understanding and preparing our students for a future working with digital technologies.

Teaching staff are supported with full training and regular CPD to make the most out of their iPad in lessons, with marking, and work-life management.

We're sure you'll have lots of questions about this, so feel free to visit our website to find out more.

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, and has a Hub Council, that responds to the needs of the academy and community through many different forms of outreach and strategy planning.



Hear from our staff



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In 2015, I joined Oasis as a primary school teacher at Oasis Academy Blakenhale Junior in Birmingham. At the time, I had only recently qualified but even with my limited experience in schools, I could tell immediately that this school was different to any I'd been in before; it was the atmosphere that really drew me in. The pupils and the staff created such a buzz around the school and I knew that I had found the positive atmosphere I was looking to work in.

Being an NQT is a nerve-wracking experience but my colleagues were welcoming and supportive, which made the transition far easier than I anticipated. The staff were extremely motivated because it felt as though everything that we were doing within the school was to benefit the pupils we taught and the community we serve. Before working for Oasis, I had underappreciated the importance of engaging the community in a school's everyday life. I discovered that part of the positive atmosphere that I loved about the school came from the fact that it felt as though it was at the heart of the community.

Furthermore, the connections and links that we share with nearby Oasis schools are unique and enhance the experience of teaching in an Oasis school. In addition to meeting up with fellow Oasis teachers once a year at a Regional Conference, we also have other opportunities to interact and share ideas and resources. The support and knowledge that I gain from these sessions is invaluable and has certainly improved my teaching practice.

I will soon be starting my fifth year teaching within Oasis and my feelings remain exactly the same – this is the place for me!

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Kathryn Stewart

Teacher, Oasis Academy Blakenhale Junior

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In 2013, I joined Hobmoor at a time when it was transitioning into an Oasis Academy. Steve Chalke, founder of Oasis, explained why he started this charity and shared his vision which didn't just stop at providing schools with an amazing education system, but much more than that. It dawned on me that this is an organisation that has transformation and empowerment at its core. After hearing Oasis' mission statement, I immediately felt a connection with their values and ethos.

Last year I worked in a school that was not part of the Oasis trust, where I had realised that there was something missing - the Oasis family. At Oasis, we create relationships for the long haul and these relationships help form a wider network and stronger systems between all academies. We share success stories and celebrate each other's achievements. When I returned to Oasis and started at Oasis Academy Boulton, that missing link was pieced back together.

Oasis believes in developing leaders and building on your strengths in order to help others. At Boulton, I have been given the opportunity to push myself and develop as a leader through the NPQSL course, along with developing a Science curriculum with other leaders. Oasis invest in you and that investment truly pays off when you feel empowered in the subject that you lead.

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Aysha Sultana

Teacher, Oasis Academy Boulton



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Oasis promotes an ethos which mirrors my own it is this ethos and inclusivity that first drew me to the MAT. I joined Oasis Academy Lister Park in 2014 as a teacher of ICT. The support, guidance and CPD I received prepared me for my role today.

I am now in my fifth year and currently undertaking a secondment to the leadership team as an Associate Assistant Principal for Post 16 Achievement and Standards. Oasis has supported my career by providing opportunities for progression and developing my teaching and leadership practice.

I have been able to take advantage of working with and being supported by talented colleagues within OALP and from other Oasis academies through regional networks. I have had opportunities to further progress in my practice by attending suitable training courses and given the chance to complete National Professional Qualifications.

Working with Oasis allows us to make a difference to students from various backgrounds and together we strive, every day, to transform lives and communities.

Maryam Mahmood

Associate Assistant Principal Post-16 Achievements and Standards (secondment), Curriculum Leader ICT & Teacher in charge of Cyber Safety, Oasis Academy Lister Park

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I owe a huge amount of gratitude to Oasis as an organisation. 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 as an organisation 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

Assistant Principal, Oasis Academy Lord's Hill



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

 @OasisAcademies   /OasisCommunityLearning

