



**Information Pack**

**Dean of Students**

**Oasis Academy Silvertown**



## **Welcome to Oasis Community Learning**

A very warm welcome to Oasis Community Learning!

Oasis Community Learning was established as a Multi-Academy Trust in 2004 with the vision to create “Exceptional Education at the Heart of the Community”. We now run academies in five main regions throughout the UK, providing either Primary, Secondary or All-through education to over 32,000 young people - 47% of whom are from disadvantaged backgrounds and 31% who speak English as an additional language.

All of our academies are committed to providing a rich educational experience and ensuring that every child and young person has the opportunity to achieve at the highest level. Our ethos is integral to that provision. It is an expression of our character, a statement of who we are and therefore the lens through which we assess all we do. We are committed to a model of inclusion, equality, healthy relationships, hope and perseverance throughout all aspects of the life and culture of each academy community.

We passionately embrace learning and are committed to every child within our care reaching their full potential, developing holistically across every area of their lives both now and in their future. All of this is underpinned by our philosophy of education which highlights our focus on inspirational leadership, deep learning and healthy communities. It aspires to develop the character and competence of every child within every community of which we are a part.

At Oasis Community Learning therefore, we believe we are all ‘the architects of our students’ lives’ and as such we are committed to laying the right foundations for every one of our young people.

We also know that great schools are only sustainable within happy and healthy communities. In order to tackle the root causes of disadvantage we seek to ensure that school improvement and community development go hand in hand. In this way, the improvement is likely to be deeper, mutually supporting and long lasting.

Our academies are therefore just a part of an Oasis ‘Hub’ that provides wide-ranging and integrated services, designed to meet the needs of local people. Our shared aim is to work with and alongside disadvantaged children, young people, whole families and members of the wider community, empowering them to transform their neighbourhoods into places that are safe, supportive and full of opportunity.

We are now recruiting to appoint an exceptional Dean of Students to join the team at Oasis Academy Silvertown.



## **Oasis Academy Silvertown**

Oasis Academy Silvertown was planned and founded by the West Silvertown community who dreamed of having a local school which ensured both academic excellence as well as nurturing care for local children. After many years of discussions, plans and applications to the Department for Education, the academy opened in September 2014 in portacabins and finally moved into its permanent home in September 2022.

Our academy vision is to ensure that all of our students become 'Ready for University, Ready to Lead'. We continue to be inspired by the original dreams that the community had for our school, creating an environment where we have high academic aspirations for every student as well as ensuring we support and challenge each child into growing and developing as a leader who has a positive impact on those around them. Our small size means that every child is known by our staff and that we have a strong community feel where children want to learn and to behave well. We will always be a small school but are in our final period of expansion as we move towards full student capacity (600 students, September 2027).

I worked at the academy as Assistant, Deputy and Acting Principal from September 2016 – August 2023 and was privileged to have been able to return as Principal from September 2024. The families, children and staff who make up the Oasis Academy Silvertown community care deeply about the success and futures of all our students, and it is a joy to work alongside them in this role.

The academy has been through considerable change and challenges in recent years. We are now almost two years into our improvement journey, ensuring that we raise student outcomes through a focus on high aspirations, strong relationships, and love for learning. Results improved in Summer 2025, but we have a lot of work to do to make the academy what we know it can be for our young people and to reach the outcomes that we know they are capable of.

We believe that school is crucially important for young people, but that they will develop best when also engaged with their local community. As a result, we work closely with local organisations to ensure that our children have the very best opportunities to learn, to be supported and to build relationships with local professionals.

If you would like to know more about Oasis Academy Silvertown, please visit our website <https://www.oasisacademysilvertown.org/> and [Instagram](#).



## About you

We are looking to recruit a passionate, caring and hard-working pastoral leader to the key position of Dean of Students to support the principal, staff and our students as we work to get 'Ready for university, ready to lead'.

You will be passionate about pastoral care, consistency and the importance of restorative practice for young people in Newham. You will believe in the power of high aspirations for all young people, will be keen to learn and ready to prioritise strong relationships in all of your work.

If you are interested in finding out more, we'd love to hear from you.



A handwritten signature in black ink, appearing to read "E Boxer".

Emily Boxer, Principal



## **Vision statement:**

'Ready for university, ready to lead'

## **Values – our Five Be's:**

Be proud. Be professional. Be nice. Be resilient. Be independent.

## **Golden threads of staff culture:**

- High aspirations for all staff, all students and all areas of work in the academy. We believe that our students deserve excellence, can achieve excellence and that our hard work can get us there.
- Love for learning for our students and as well as for us as staff. We cultivate a culture of continuous improvement, seeking out opportunities to learn from others so that we develop and get better at what we do. We give and welcome feedback and maintain a humble attitude that makes this possible.
- Strong relationships between staff, students, families and with the community are central to all that we do. We recognize that brilliant teams are greater than the sum of their parts and that everyone is more likely to thrive when working positively and productively with those around them. We develop our relationships by celebrating, supporting and challenging each other, by talking honestly *to* people, not *about* them, by assuming the best and by being resilient, seeking to restore and repair whenever needed.



## Job Description

**POST:** Dean of Students (Term Time Only)

**RESPONSIBLE TO:** Senior Dean of Students

**RESPONSIBLE FOR:** Ensuring appropriate expectations of student behaviour while at the academy. This includes student supervision, guidance and discipline, as needed.

**SALARY:** SCP 26-30 (£42,264 - £44,937) Inner London pro-rata + Local Government Pension Scheme.

**LOCATION:** Silvertown, London

**DISCLOSURE LEVEL:** Enhanced

### **A. PROFESSIONAL AND PERSONAL CHARACTERISTICS**

- Post holder will have a committed and wholehearted belief that all young People, regardless of starting point, need or complexity can make outstanding progress and reach 6-9 grades at GCSE and achieve 4 good A-levels.
- Post holder will have an optimistic and positive belief that all young People can constantly change and transform into confident, ambitious, honest, happy, hard-working, respectful citizens. More widely, a desire to be part of a team that is leading community transformation. Post holder will be committed to challenging the status quo.
- Post holder will instil in young People a belief in themselves about what is possible and will consistently act as an aspirational role model in all that they do.
- Post holder will fully include all children regardless of complexity, need or starting point. Post holder will be committed to including all aspects of a child's social, emotional and cultural development. Post holder will never isolate, exclude or disconnect a student or group of students.
- Post holder will be determined, hardworking and relentless in achieving the vision and instilling the values in our school.
- Post holder will be committed to instilling a sense of responsibility for helping our community and altruistically 'giving back' to our immediate, local, national and global communities.

### **B. JOB PURPOSE:**

- The Dean of Students is responsible to the Senior Dean of Students for ensuring high expectations of student behaviour while at school. This includes student support, guidance and discipline, as needed. The Dean of students is responsible, under the guidance of the Senior Dean of Students and the Academy Leadership Team, for the day-to-day behaviour management within the academy.



- The Dean of Students is expected to provide leadership on issues of routine and ritual implementation, behaviour and parental involvement. The overarching goals of the position are to encourage and support positive student culture and behaviour and to engage parents in the success of their children, when needed.

## **C. RESPONSIBILITIES:**

### **Behaviour management and implementation of rituals/routines**

- To encourage, support, and compel students within the academy to engage in positive behaviours
- To assist the academy staff in creating a strong, disciplined, formal and achievement-oriented academy culture
- To be responsible for effective follow-through around school culture and student discipline
- To work closely with departments and teams to ensure that students demonstrate positive behaviour and that the teams are fostering the right culture
- To support the Senior Dean of Students and the leadership team of the academy in ensuring at the beginning of the year, teams successfully train and inspire all students for a new year and that the messages, mantras, and routines outlined for the academy are understood and are maintained throughout the year
- To support teachers with students who are being disruptive in class, removing students (as necessary) and assigning appropriate consequences
- To work closely with the Senior Dean of students and academy leadership team to ensure consistency in personal development, culture and discipline across the school
- To problem solve with teachers around especially challenging students or behaviours, identifying the antecedents of poor behaviour and developing plans to support more positive behaviour Including behavioural contracts
- To develop special relationships and behaviour plans with those students who need help by coaching, supporting, and compelling these students towards increasingly positive behaviour
- To develop and implement effective intervention programmes with identified students from the cohort and regularly evaluate the effectiveness of these.
- To implement the academy attendance and punctuality policy and procedures, taking swift action for any drops and putting appropriate support measures in place.

- To promote excellent attendance and punctuality by maintaining a high profile through rewards, assemblies and displays where appropriate.
- To lead the learning coaches for the cohort and quality assure their work, providing support and challenge where appropriate.
- To be a highly visible and effective presence around the academy at break, lunchtimes, transitions, extra-curricular and evening events.
- To support the work of the Senior Dean of Students and academy leadership team in engaging positively with parents, providing regular opportunities for parents to engage with the life of the academy and access support.

**Parental and community engagement:**

- Proactively and positively engage parents in furthering their child's education and the success of the small school, including:
  - To develop a plan for parental involvement, including specific goals and strategies to organise and participate in parent orientation activities that inspire, inform them of their responsibilities and the incredible value of their full support and participation
  - To proactively engage parents who are not involved, to inspire them to support their child and the school, and to hold them accountable for upholding the home-school agreement
  - To proactively communicate with parents through periodic "check in" calls, emails and meetings to address parent concerns as they arise
  - To provide the necessary support to the school administrator, including:
    - keeping and using accurate information/data about student behaviour
    - Keeping accurate detention and exclusion records and ensuring that parents and teachers receive notification about all exclusions.



### **Leadership and Management of the Student Cohort**

- To work with the leadership team to problem solve all major areas of school concern and to plan, short-term and long-term, for school success
- To listen and respond to problems/concerns identified by teachers and parents and to be thoughtful in designing solutions
- To serve as a role model of the professional values of Oasis Academy Silvertown
- To implement a system for the regular collection of behaviour and attendance data and to monitor progress of student behavioural alignment

### **Other**

- To undertake any other duties as directed by your line manager or the principal.
- To undertake professional development and training activities as appropriate.
- To attend staff meetings, development days and other meetings as directed by Senior Leadership Team.
- To respect confidentiality at all times.
- To act in accordance with the Equal Opportunity Policy, Health and Safety Policy and confidentiality guidelines.

### **Other Duties**

- To complete any other duties as directed by the principal
- To be a model for the staff for effective student discipline
- To personally demonstrate the persistence, insistence, and consistence necessary to inspire positive behaviour and culture
- To actively preach and teach the Silvertown “Be’s during countless “teachable moments”
- To supervise break and lunch and the small school during lessons.

## **D. Safeguarding children and young People**

Oasis 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 an enhanced DBS check.



**The postholder may be required to work some hours after school and evenings in order to support events attended by parents.**

**Over time will be paid or will be given in lieu as appropriate taking consideration the needs of the school.**

**OTHER: 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 entailed.**

**Signed:**

<b>Employee:</b>		<b>Line Manager:</b>	
<b>Print Name</b>		<b>Print Name</b>	
<b>Date</b>		<b>Date</b>	



### **Our Purpose**

Oasis Academies exist to provide a rich and balanced educational environment which caters for the whole Person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent People.

### **Oasis Ethos**

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our work is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of each of our schools. This is foundational to our belief that all People are created and loved by God as equal and unique beings, and to our commitment to model inclusion and compassion throughout all the aspects of the life and culture of each Academy community.

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Right to work in the UK</li> </ul>	<ul style="list-style-type: none"> <li>• Qualified degree or above</li> <li>• Restorative practice training</li> <li>• Level 3 Safeguarding Training</li> </ul>
<b>Vision and Values Alignment</b>	<ul style="list-style-type: none"> <li>• Commitment to the belief that all young People, regardless of starting point, need or complexity will become employed in a career with prospects</li> <li>• Wholehearted belief and commitment that 4-9 grades are achievable by all students with the correct culture, curriculum and intervention</li> <li>• Wholehearted belief that ability or intellect is not fixed, but incremental, and can always be improved</li> </ul>	

	Essential	Desirable
<b>Vision and Values Alignment</b>	<ul style="list-style-type: none"> <li>• Belief in the importance and power of high expectations, consistency and strong routines for all students</li> <li>• Belief in the power of restorative practice for resolving conflict, building resilience and helping young people to reflect and learn.</li> <li>• Common shared understanding that the following core values are crucial to the success of a student:               <ul style="list-style-type: none"> <li>• Be Proud</li> <li>• Be Professional</li> <li>• Be Nice</li> <li>• Be Independent</li> <li>• Be Resilient</li> </ul> </li> </ul>	
<b>Experience, Skills &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>• Experience of mentoring or coaching young people, youth work or pastoral work in schools</li> <li>• Experience of building effective working relationships with parents and other stakeholders</li> <li>• Experience of improving and sustaining effective behaviour policies in a city school with a diverse student cohort</li> <li>• Experience of having worked to support the significant success of others.</li> <li>• Evidence of managing challenging behaviour successfully and implementing strategies to ensure a consistent approach to behaviour management</li> <li>• Experience of successful team membership</li> <li>• Experience of successfully contributing to aspects of whole school life</li> </ul>	

	Essential	Desirable
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Drive, ambition and shared common moral purpose</li> <li>• Total commitment to the vision and values of the academy</li> <li>• Self-starter and self-motivated to lead and implement areas of the academy development in line with the strategic development plan</li> <li>• Excellent oral and written communication skills</li> <li>• Ability to be flexible and willingness to get involved in all aspects of academy life</li> <li>• Ability to organize workload, priorities, meet deadlines and follow tasks to successful conclusion</li> <li>• Ability to set and meet ambitious, challenging goals and targets</li> <li>• Ability to manage students firmly, fairly and effectively</li> <li>• Commitment to safeguarding and promoting the welfare of children and young People</li> <li>• Willingness to undergo appropriate checks, including enhanced CRB checks</li> <li>• Motivation to work with children and young People</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young People</li> <li>• Emotional resilience in working with challenging behaviors and attitudes to use of authority and maintaining discipline</li> <li>• Have a willingness to demonstrate commitment to the values and</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to anticipate problems and solve them creatively</li> <li>• Ability to review progress, procedures and policies to develop areas of which there is individual or shared responsibility</li> </ul>



	behaviors which flow from the Oasis ethos <ul style="list-style-type: none"><li>• Commitment to own continuing professional development</li></ul>	
<b>Other</b>	<ul style="list-style-type: none"><li>• Excellent Personal presentation</li><li>• Optimism and ambition</li><li>• Commitment to equality of opportunity and the safeguarding and welfare of all pupils</li><li>• Willingness to undertake training</li></ul>	