



Recruitment Brochure

Role:
Director of Learning

March 2025



Exceptional Education by Remarkable People, Transforming Communities

Welcome

Thank you for your interest in becoming Director of Learning for Oasis Community Learning.

This is a unique opportunity to become a key leader in one of the UK's largest and most innovative education organisations. Within this brochure, you will find more information about Oasis, our vision for education, and details about this new and exciting role within the Oasis family.

Oasis was founded nearly 40 years ago, and it has grown into an incredible team of highly talented and committed people working to build stronger communities. Together, Oasis provide housing, education, healthcare, secure education, children's and youth work, family support, as well as countless other community-building initiatives around the country, recognising that healthy relationships, a sense of belonging, and holistic support are crucial to an individual and community flourishing.

Education has always been at the heart of our work. This is why, in 2004, we established Oasis Community Learning – the innovative part of the Oasis family that is now responsible for delivering exceptional education through our 54 academies.

Our vision is that every young person in our academies reaches their God-given potential, no matter their starting point, and leaves us with a fulfilling and hopeful future ahead of them.

As Director of Learning, you will be joining OCL at a critical time in our development, as we continue to improve educational outcomes for our students and seek to push the boundaries of what it means to be a nationally inclusive organisation, regionally based – delivering education that is marked by:

- **inclusivity, breadth, and quality opportunities**
- **character, formation, and virtues**
- **a restorative and loving approach**
- **a holistic and community-centred outlook**



We are searching for a candidate who has a proven track record of raising standards, delivering the very best for our students and their local communities. Someone who is passionate and able to bring about innovation, who can drive educational improvement across a complex organisation, who can inspire others, and who will champion and fully embrace the Christ-centred ethos of Oasis, leading with authenticity.

We hope you will be inspired to join us on this exciting journey and look forward to receiving your application.

Who Are We?

The Oasis vision is for community, a place where everyone is included, making a contribution, and reaching their God-given potential.

About Oasis

Oasis works nationally and in local neighbourhoods to build stronger communities. For almost 40 years we have pioneered housing, education, youth, health, church and community work that has promoted inclusion, built opportunity, and created social change.

Currently, in the UK, we work alongside people in 40 neighbourhoods. We believe that a better world is possible, using imaginative and innovative approaches that put their trust in people and families who know their communities better than anyone. We encourage friendship, a sense of belonging, and community cohesion. We work together to tackle poverty, exclusion, and the other barriers that hold back too many families and communities. We do this by being rooted in local neighbourhoods and putting our belief into practice – running schools, housing projects, community hubs, family support services, and youth work. Oasis is made up of thousands of people – children and young people, families, adults, students, our staff and volunteers – working together to build stronger communities.

Oasis is also pioneering new approaches where current systems are failing and excluding people and communities. We are developing new therapeutic ways to reduce youth violence, homelessness, human trafficking, and to tackle school exclusion. In 2024 we opened England's first 'secure school', Oasis Restore, turning around the lives of children in the youth justice system.

About Our Local Neighbourhood Model

In local neighbourhoods we work through 'Oasis Hubs' which provide wide ranging and integrated services, shaped and led by local people and local contexts, and designed to meet the breadth of human need. As well as schools and some churches, we run everything from debt advice to job clubs, football teams, social supermarkets, counselling services, community drop-ins, youth clubs and much more. We aim to work in an integrated and holistic way. We do this because we have learnt that separate, non-integrated "solutions" often fail to achieve lasting change. High quality, trauma-informed care and an aspirational education offer are critical elements of our multi-disciplinary work that serves over 60,000 children, young adults and their families.

About Our Academies

High quality education is a critical element of our local neighbourhood model, and over the past nineteen years our Multi-Academy Trust, Oasis Community Learning, has become one of the largest in the UK, with 54 primary, secondary and all-through schools serving over 30,000 children and their families. Three quarters of our schools are located within the bottom quartile of UK deprivation. Initially around 30% of the schools that we took responsibility for were Ofsted 'Good or Outstanding' – the figure is now 87%. We are continuing to narrow the disadvantage gap for our students, and OCL 'disadvantaged students' outperform disadvantaged students nationally.

Oasis Academies combine excellent teaching and learning with the development of great character (through our 9 Habits character programme) and a focus on community engagement. We know that great schools are only sustained within great communities. To tackle the root causes of disadvantage we seek to ensure that school improvement and community development go hand in hand.

About Our Ethos

The Christ-centred Oasis ethos is driven by the passionate belief that each human being is uniquely valuable and of equal importance. We all have something to bring, and we all need each other. We call the 'O' in Oasis our 'Circle of Inclusion'. Everyone matters. Everyone belongs. And because we're committed to inclusion, we're committed to ending inequality, injustice, and exclusion wherever and however we can.

Our ethos is a part of everything we do.

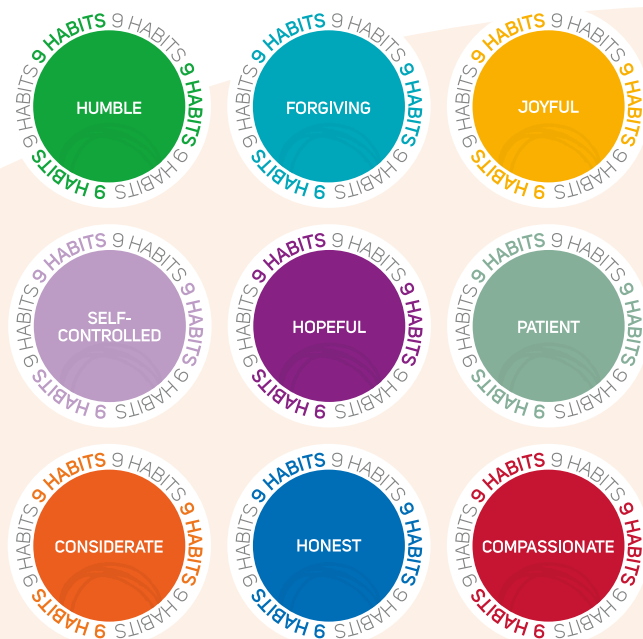
Our five ethos values are:

- 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 perseverance to keep going for the long haul

We are therefore looking for a candidate who not only shares our vision but will champion, demonstrate, and fully embrace our Christ-centred ethos.



A place where everyone is included



Our Vision For Education

Our 'Oasis narrative for inclusive education' is provided alongside this recruitment pack. It's our mission statement for the distinctive nature of our educational approach.

As Director of Learning for OCL, you will be joining us at an exciting phase in the development of this mission. You will lead our educational work forward as we:

Embed an innovative curriculum across our academies – closing the disadvantage gap and driving sustained improvement as we focus on character, competence, and community.

Lead the development of cutting-edge, inclusive, and therapeutically informed support for students through our mental health programmes and the Oasis Way for Inclusive Practice.

Take a lead role in the National Institute of Teaching – providing training and nurture to teachers at all stages of their careers, lead a ground-breaking programme to ensure all students and families have access to world class technology through Oasis Horizons.

Curriculum

The Oasis Curriculum is the heart of our academies' educational provision. Through this and through 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 National Lead Practitioners 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.

The Oasis Way for Inclusive Practice

The Oasis Way is a framework for transformational inclusion at the heart of the community. It details our approach to Behaviour and Pastoral Care, Special Educational Needs and Disabilities, and Personal Development. It provides the blueprint for all academies to design a localised Academy Way, rooted in a trauma informed, relational and restorative approach ensuring that the needs of all community members are met and they are able to fulfil their full potential.

National Institute of Teaching (NlOT)

The National Institute of Teaching is run by the School-Led Development Trust. Oasis Community Learning is a Founding Partner of the National Institute of Teaching along with The Harris Federation, Outwood Grange Academies Trust, and Star Academies. Together, we are committed to transforming teacher development and the impact it has on school improvement. The NlOT provides recruitment avenues into our schools, consistency in teaching and leadership approaches and ensures alignment to DfE frameworks.

Oasis Horizons

With Oasis Horizons, every student who joins the Oasis family receives 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 is 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. It is 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.

Director of Learning Role Overview

As one of the largest Multi Academy Trusts in the UK, Oasis Community Learning's mission is to deliver exceptional education at the heart of the community. With a commitment to inclusion and social integration, we work purposefully with communities, who face the challenge of disadvantage, across the country as we aim to ensure that every young person, regardless of their starting point in life, is equipped with the knowledge and skills to have real choice and be able to flourish in their lives. Our unwavering responsibility to the communities we serve comes from our clear mission, vision and values which are evident in all areas of how we operate and are governed. And that makes us not only unique, but also a genuine place where people are respected, trusted and developed to fulfil their own potential.

In the next phase of Oasis' education development, we are building a long-term, evidence-informed and sustainable approach to improving academies and education for all, with teaching and learning at the heart. In an ever-changing world we need to ensure the educational framework we deliver and how we deliver it remains relevant, responsive, inclusive and consistent across all our academies

Are you ready for a new challenge?

- You'll will join an organisation with a powerful Ethos and commitment to a model of inclusion, hope, perseverance, healthy relationships and compassion throughout all the aspects of the life and culture of each Academy community. That makes it a truly rewarding and inspiring place to work.
- You'll be continually developed to ensure you are up to date with the most current thinking, research and best-practice in the critical areas of curriculum, pedagogy and assessment. We want you to develop personally and to grow your career with us.
- You'll report into the Chief Education Officer and CEdO in a trusted working partnership as well as collaboratively engaging and knowledge sharing with other leaders across, and beyond, the Trust.
- You'll enjoy a generous package in an organisation that supports difference and welcomes contribution and innovation. Delivering exceptional education will require new approaches, new strategies and new ideation.

What is the role

There is a full job description attached but in summary:

You will focus on four key areas:

- Ensuring pupils learn effectively and develop holistically.
- Facilitate optimal staff learning and development.
- Driving organisational learning and development that aligns with our strategic goals.
- Play a key role in our work as a Founding MAT with National Institute of Teaching.

The above will require you to specialise in:

Our Education offer, curriculum, pedagogy and assessment leadership, inclusion, teacher development and wider organisational leadership.

This is a genuinely transformative role that, through effective strategic deployment, will provide our academies with a world-class educational framework from which to further enhance the quality of our education for all.

What are we looking for

You'll be an experienced educationalist with evidence of delivering an integrated approach to the development of curriculum, assessment, pedagogy, teacher and leader development.

You'll have worked in a senior role in an educational establishment and be able to demonstrate strong leadership and team management.

You'll have significant experience of leading the design and/or delivery of professional development for teachers and academy leaders at significant scale and a deep understanding of how to deliver educational improvement.

Job Description

Post

Director of Learning

Responsible to

Chief Education Officer

Responsible for

National Lead of Teacher Development, National Lead of Research & Best Practice, National Leads of Strategy & Innovation, National Leads of Student Inclusion, National Lead of Pedagogy.

Key relationships

CEO, National Directors of Standards, Director of Monitoring, Director of Safeguarding & Wellbeing, Director of People & Culture, Service Directors, Regional Directors, Academy Principals, National Lead of Leadership Development, National Lead of Operational Development

Salary

SCP 81 - 85 (£110,097 - £119,256) (National) + Pension Scheme

Location

National

Working pattern

1 FTE

Disclosure level

Enhanced

Job Purpose

In this next phase of Oasis' education development, we are building a long-term, evidence-informed and sustainable approach to improving academies and education for all.

As Director of Learning, you will work in partnership with leaders across Oasis and within the Trust to fulfil our educational framework through the lens of our Oasis ethos. By drawing on research and best practice, you will support academies in the implementation and future development of the Trust plan.

As an experienced educationalist, your work will ensure an integrated approach to the development

of curriculum, assessment, pedagogy, teacher and leader development, as well as the wider offer to ensure the Oasis approach to education.

You will focus on three key areas: ensuring pupils learn effectively and develop holistically, facilitate optimal staff learning and development, and driving organisational learning and development at Oasis in a manner that aligns with our strategic goals.

You will play an important leadership role – demonstrating the ability to lead and work successfully across the organisation, whilst being an ambassador for the Trust in the sector, including our position as a Founding MAT of the National Institute of Teaching.

Specific Responsibilities

Championing the Oasis ethos

1. Be a champion of the Oasis ethos.
2. Attend key events in the life of OCL and Academies as the Oasis representative.
3. Lead on other agreed national responsibilities as part of the OCL National Education Team.

Education offer

4. Work in partnership with leaders across the OCL academies and within the Trust to deliver our educational framework through the design and implementation of a comprehensive learning strategy.
5. Oversee the process of knowledge management within OCL – helping the organisation to codify knowledge, practice and processes and to mobilise this knowledge across the Trust and academies to create a more consistent and higher quality standard of education.
6. Ensure the Trust leverages research and best practices to generate high-quality evidence for professional development programs and develop and implement the Trust's approach to research and best practice.
7. Monitor and evaluate the impact and effectiveness of learning initiatives and our academy improvement approach and make recommendations for continuous improvement.

Pedagogy, Curriculum and Assessment Leadership

8. Provide strategic direction and leadership for the development, implementation, and evaluation of the curriculum and pedagogy across all academies.
9. Ensure that the curriculum, pedagogy and teaching framework are relevant, rigorous, inclusive, and responsive to the needs and interests of all learners, staff, and the wider community.
10. Support the professional learning and development of Principals, senior leaders, teachers and teaching support staff in curriculum and pedagogy, including using evidence-based practices, assessment, and feedback.
11. Establish and maintain effective communication and collaboration with internal and external stakeholders, including the National Institute of Teaching.
12. Monitor and report on the quality and impact of the curriculum, pedagogy, assessment, inclusion and staff development and identify areas for improvement and innovation.

Inclusion

13. Lead the development and implementation of an inclusive vision across the Trust, ensuring all students feel valued and supported.
14. Drive systemic change, develop an inclusive curriculum, and allocate resources effectively to support the needs of all learners.
15. Build the capacity of staff through high-quality training and support on inclusive practice.
16. Analyse data to identify areas for improvement, support student progress, and monitor the impact of inclusion initiatives.

Professional development

17. Hold responsibility for the OCL approach to professional development for teaching staff - creating a culture where every member of staff is engaged in ongoing and high-quality professional learning and lead talent and succession initiatives (leadership development and career pathways) that enable all to achieve their potential and prepare a leadership pipeline.



18. Ensure a comprehensive suite of professional learning of all OCL teaching staff including:
 - a. Approach to internal learning and professional development for all teaching staff
 - b. Initial Teacher Training, Early Career Framework provision (ECF) & National Professional Qualification provision (NPQs) via the National Institute of Teaching (NIOT)
19. Hold responsibility for the consultation and design of whole Trust Inset days including content creation, coordination and delivery to ensure engagement and maximum applicability for every individual.

Wider organisational leadership

You will be expected to contribute to the overall success of the Trust by embracing its values, approaching problems positively, and demonstrating a commitment to excellence. You will carry out your responsibilities to the best of your ability, engaging in ongoing learning and development to enhance your performance and advance your career, and will absorb additional responsibilities that are in keeping with the role and grade.

Equal Opportunities

Oasis is working towards equality of opportunity for all who apply for employment with the organisation. We are actively opposed to discrimination and want to ensure our processes support recruitment of the full diversity of people. We believe that monitoring our recruitment results will help us assess any areas requiring improvement. In order to assist us with this, we would be grateful if you would complete our Equal Opportunities form and return it with your application.

Oasis undertakes that this form will not be made available to anyone involved in the recruitment and selection of staff and will remain confidential to the People Directorate, to be used solely to monitor the effectiveness of our equal opportunities policy. Your help in this matter is entirely voluntary and will in no way affect your application.

Safeguarding

Oasis is wholly committed to ensuring that all children and adults at risk who engage with Oasis activities across the Oasis group and through its subsidiaries (Oasis Community Learning, Oasis Community Partnerships, Oasis Community Housing, and STOP THE TRAFFIK), are cared for in a safe and secure environment and that comprehensive safeguarding arrangements and systems are in place.

Oasis meets statutory requirements in relation to Disclosure & Barring Service – all staff and volunteers who work with Oasis who meet the ‘regulated activity test’ (Freedom of Information Act 2012) are required to undergo an enhanced DBS check prior to 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.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



Person Specification

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 Community Learning 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.



**We make great
learning the
foundation of
every lesson**

Competencies And Skills

We are looking for a leader with the following skills, competencies, and experience.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> QTS Experience of working at a senior level in an educational organisation. 	<ul style="list-style-type: none"> Experience as a Headteacher Membership of relevant professional bodies Educated to master's degree level or equivalent
Experience, Skills & Knowledge	<ul style="list-style-type: none"> Nuanced understanding and delivery of approaches to assess and improve team effectiveness and ways of working. Significant experience of effective line management. Relevant experience that enables you to understand the front-line challenges of teacher and academy leadership. Significant experience of leading the design and/or delivery of professional development for teachers and academy leaders at significant scale. An understanding of how to deliver educational improvement and professional development at significant scale. An understanding of effective of curriculum design and implementation Experience of the successful management of complex relationships, both internal and with stakeholders within the sector. The ability to work effectively collaboratively at a high level within an organisation, both through leading a team and through leading cross-organisational work and projects. Evidence of being solutions-focused with the ability to think creatively, engage others in developing solutions and the ability to inspire others to achieve desired outcomes. A proven track record of developing high quality and successful relationships with senior stakeholders and academy leaders. An understanding of inclusive practice and relational culture. 	<ul style="list-style-type: none"> Involvement in research projects An understanding of Standard Teachers Pay and conditions Experience of designing and successfully leading development programs for leaders, teachers and support staff in educational settings. Experience of working on educational policy, ideally at a system level. Experience of talent and succession management
Personal Qualities	<ul style="list-style-type: none"> Sound judgement, an open mind and clarity of vision regarding the bigger picture. The drive and energy to take a wide range of people with you on a journey of development and improvement. Strong organisational and management skills, along with the ability to help others plan, anticipate and manage to your own high standard. The ability to understand financial information, to set and manage significant budgets. IT skills, confidence and a willingness to learn more about new technologies and innovations. Excellent communication skills in all formats including being able to report to senior stakeholders. The ability to work independently of direction and have strong delegation and multi-tasking skills. The ability to work under pressure and managing complexity. Willing to travel to the different regions of the country where Oasis are located Commitment to safeguarding and promoting the welfare of children and young people Willingness to undergo appropriate checks, including enhanced DBS checks Motivation to work with children and adults 	

How To Apply

If you think our ambition matches yours and you believe you can bring the insight, foresight and alignment with the Oasis Ethos and Values – then we would love to hear from you.

Submit your CV and covering letter initially for our review and we shall be in touch to progress conversations if you stand out as a change-maker in educational design.

Please note the closing date for applications is midday on 31st March 2025. Interviews will be conducted in May 2025.

If it would be useful to arrange a conversation ahead of an application, you should contact Vivienne Dean (EA to CEdO) at Vivienne.Dean@oasisuk.org to organise a suitable date and time.



**Education has
always been at the
heart of our work**



Contact Us

W: oasiscommunitylearning.org

T: 0207 921 4200

For updates on our academies follow us on:



@OasisAcademies



/OasisCommunityLearning

