



Head of Science  
Oasis Academy Daventry Road  
(Bristol)



## Exceptional Education at the Heart of the Community

Dear Colleague

Thank you for your interest in the post of **Head of Science** at Oasis Academy Daventry Road (OADR), a new secondary school in South Bristol. The community that we serve are excited to have a new school open directly within their community!

We opened in September 2023 to Year 7 students only and will grow year on year until we have 5 year groups and 900 young people. From September 2024 we will have Year 7 and Year 8 students. We are currently in temporary accommodation on the site of Oasis Academy John Williams (Petherton Road, Bristol) before we move to our brand new, state of the art, permanent home on Daventry Road, Bristol. Our temporary site in year 2 includes a fully equipped Science Lab and prep room.

The successful applicant for this role will join our growing team of Middle Leaders as we increase our staffing to cater for two year groups, and will work alongside our Senior Team which consists of a Head of School and three Assistant Principals, one of whom is our SENDCo. As Head of Science you will lead and manage those delivering Science, which includes a teacher of Science. You will have the opportunity to work closely with other local Heads of Science and with the Oasis team of National Lead Practitioners. This role is suitable for an experienced middle leader or someone taking their first steps into middle leadership.

I hope you find the information in the pack useful in making your decision as to whether to apply to join our team; it really is a unique opportunity! If you have any questions or wish to discuss the role further, please contact us via email [[kate.aldworth@oasisdaventryroad.org](mailto:kate.aldworth@oasisdaventryroad.org)] to arrange a telephone conversation or face to face meeting.

I look forward to hearing from you or receiving your application!

With very best wishes

A handwritten signature in black ink, appearing to read 'V. Boomer-Clark'.

Victoria Boomer-Clark

Executive Principal, Oasis Academy John Williams & Oasis Academy Daventry Road



## About Oasis

For over a decade Oasis Community Learning has been helping children and young people reach and realise their potential.

Born out of the Oasis global charity, previously established in 1985 by Rev. Steve Chalke MBE, our first Academy opened in 2007. It was Steve's vision to open a school that was inclusive of all and provided opportunity for the whole community. Since then we have grown as a family into 52 academies spread across the UK, each part of a developing community Hub. We are proud to be one of the largest Multi-Academy Trusts in the UK.

We work in some of the most socially disadvantaged areas, and believe passionately in each of the communities we serve. We know them to be places of great potential and are committed to their continual positive transformation.

You will be joining our family at a very exciting time for Oasis Community Learning (OCL) – our sustained improvement rate has risen from 30% to 88% 'Good' or better Ofsted judgements since 2014.

To learn more please about Oasis Community Learning visit – [www.oasiscommunitylearning.org](http://www.oasiscommunitylearning.org)



Over **30,000** pupils



Over **5,000** staff



**52** academies

# Oasis' Vision

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

Within the context of Oasis' overall vision, is to create **'Exceptional Education at the Heart of the Community.'**

Oasis understands the complex responsibilities of education through the lens of character, competence and community. These principles are intentionally developed and embedded in all of our academies.

Together, Oasis staff aspire to:

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



# The Oasis Ethos

Our ethos is the lens through which we view everything. At Oasis we look to employ 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

Compassionate	Patient	Humble
Joyful	Honest	Hopeful
Considerate	Forgiving	Self-controlled

# Welcome to Oasis Academy Daventry Road

## About Oasis Academy Daventry Road

OADR is a new 11- 16, six forms of entry [180 students per year group] secondary school in South Bristol. The school opened in September 2023 for year 7 students only, initially taking students in Year 7 only, growing year on year with an eventual capacity of 900 young people. OADR opened in temporary accommodation in September 2023 and will move to our permanent site on Daventry Road, in a new, state of the art building in due course.

We are an inclusive Academy, committed to delivering first class education and playing an active role in the local community. OADR is in close proximity to 3 Oasis Primary Academies [Connaught, Marksbury Road & New Oak] and 3 Oasis Secondary Academies [John Williams, Brislington & Temple Quarter] and as such will benefit directly from close working partnerships and a supportive network.

## Effective Partnerships

Oasis Academy Daventry Road is outward looking and has engaged with a wide range of external partners, both within the Oasis family and beyond to ensure continued improvement and dynamic opportunities.

The Academy benefits from support from National Lead Practitioners both from within the South West cluster/region and further afield. The Academy is heavily involved in the local education system and works closely with all schools and Academies within the region.

As a Trust we care deeply for our staff, children and community and the development of all is at the heart of what we do. The Academy benefits from a large professional development offer which is associated with being part of one of the largest Multi-Academy Trusts in the UK.



## Staff Development

Staff training is a key aspect of the Academy. We provide an extensive professional development offer, which includes everyone being part of a coaching programme and the opportunity to access to the full range of National Professional Qualifications.

Within the cluster/region, staff benefit from the Regional Improvement Networks (RINs) which sees staff from the Secondary academies in region join together in subject or role specific teams to learn from one another. These sessions are often further supported by the extensive expertise available within and across the Trust. The enthusiastic and skillful staff team are bursting with potential.

## Additional information:

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent spoken English is an essential requirement for this role. Oasis is committed to making a difference to the lives of the communities it works in, and as such you must show a willingness to demonstrate commitment to the values and behaviours, which flow from the Oasis ethos.

We are 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 enhanced DBS checks and a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis Community Learning Ethos. Oasis Community Learning supports Equal Opportunities Employment.



## Head of Science Job Description

Post:	Head of Science	Responsible to:	Head of School
Location:	Oasis Academy Daventry Road, Bristol. <i>Initially in temporary accommodation on the site of Oasis Academy John Williams [BS14 9BU]</i>	Salary:	MPS 1-6/UPS 1-3 + TLR 2B
Working pattern:	Full time, permanent	Disclosure Level:	Enhanced

### Strategic Responsibilities:

- To lead, support and develop your team to ensure high quality provision for all our young people
- Lead our engagement with, and implementation of, the Oasis curriculum in your subject(s), ensuring that a relevant and effective curriculum is delivered which meets the needs of all learners
- To lead the professional development of your team including full engagement with National Lead Practitioners, Trust CPD and coaching
- To lead and oversee the effective use of data to target intervention and secure progress for all learners
- To work as part of the Middle Leadership Team, influencing and contributing to wider decision making

### Specific Responsibilities as a Leader:

- To be responsible for the day-to-day leadership and management of Science
- To oversee the delivery of the OCL Computer Science curriculum
- To drive development planning and self-evaluation, regularly reviewing progress against targets
- To line manage and support the development of teachers in your subject(s), working with other leaders, to provide meaningful, high quality professional learning
- To work closely alongside National Lead Practitioners to ensure effective delivery of the Oasis curriculum
- To work within the Leadership Team of the Academy to ensure that our staff and young people achieve their personal best
- To support and engage with the coaching programme as a means to improve the standard of teaching and learning across the Academy
- To maintain overall accountability for student outcomes and quality of education in your subject(s)
- To ensure effective resourcing, organisation and financial efficiency in your subject(s)
- To lead and oversee major assessment points to ensure the young people are effectively supported and prepared
- Ensure the effective use of iPads to support student learning in the classroom and at home
- Contribute to ensuring the effective implementation of the Oasis Entitlement for all students
- Be a positive role model for staff and students alike
- Undertake any other professional duties which are reasonably delegated to him/her by the Head of School

**For more detail see Appendix A.**

## Person Specification

Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Degree qualification in relevant subject area</li> </ul>
Experience	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Evidence of personal impact on student outcomes, achieved through consistently good teaching and effective use of data</li> <li>• A proven track record of developing positive and productive relationships with young people and adults</li> <li>• Evidence of leading developments or initiatives within a team that had a positive impact upon student outcomes</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Experience of successful coaching or mentoring</li> <li>• An understanding of the KS2 and/or post-16 curriculum in your subject area</li> <li>• Experience of marking for a national exam board</li> <li>• Evidence of how wider reading has informed and improved your teaching</li> <li>• Working effectively as a form tutor</li> <li>• Experience of teaching KS3 mathematics.</li> </ul>
Personal Skills & Attributes	<ul style="list-style-type: none"> <li>• A genuine commitment to working with young people, and a desire to support them to thrive in learning and life</li> <li>• A high level of personal and professional integrity</li> <li>• A willingness to be both a giver and a receiver of feedback</li> <li>• High expectations of themselves and of those they manage and for what their students can achieve</li> <li>• A highly organised individual who can effectively prioritise tasks and use time efficiently</li> <li>• Flexibility, adaptability, resilience and a willingness to be involved with Academy life beyond formal lessons</li> <li>• The ability to bring simplicity to complex scenarios, communicating key messages effectively to a wide range of audiences</li> <li>• A commitment to continual personal learning and development</li> <li>• The ability to work effectively as part of a team</li> <li>• The ability to form partnerships with external agencies and organisations that improve pupils educational experience</li> <li>• Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos</li> </ul>

## Safeguarding Children

Oasis Community Learning 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 enhanced DBS checks

**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.**



# Appendix A

## **Job Purpose:**

This job description specifically reflects the requirements of this post in a Start Up academy. The postholder is expected to recognise and respond to the evolving requirements of the Academy, which means from the outset of this role the postholder will be expected to play a significant part in the leadership team at the Academy and take responsibility for academy wide matters. Through years 2 and 3, as student and staffing numbers increase, these academy wide responsibilities will be replaced by greater “subject specific” responsibilities. We envisage in year 4 and beyond this role will be more akin to the traditional concept of a “Head of Subject”, with primary responsibilities of the role being on the effective leadership of the performance and outcomes in a subject area.

It is a requirement of School Teachers Pay & Conditions Document (STPCD) that a TLR2 postholder has significant responsibility that is not required of all classroom teachers and that:

- is focused on teaching and learning;
- requires the exercise of a teacher’s professional skills and judgement;
- requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum;
- has an impact on the educational progress of pupils other than the teacher’s assigned classes or groups of pupils; and
- involves leading, developing and enhancing the teaching practice of other staff.

You should ensure high quality curriculum provision and effective teaching and learning within your curriculum area. In addition to carrying out the professional duties of a qualified teacher in accordance with the current School Teachers’ Pay and Conditions document, the post holder, in consultation with the Head of School shall take the following responsibilities.

In addition, for the time OADR remains on temporary accommodation on the site of an existing school, Oasis Academy John Williams, there is an expectation that you may be asked to teach some lessons at this academy.

## **Specific Responsibilities:**

### **A. Strategic Development**

- Establishing and maintaining policies and practices which promote high achievement through effective teaching and learning
- Creating an environment where students and staff develop and maintain positive attitudes towards teaching and learning
- Using data effectively to monitor and evaluate student progress; planning and implementing effective intervention to support all students to achieve highly
- Analysing national, local and Academy data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies and to report regularly to the Head of School and other stakeholders on progress and plans
- Contributing to the Academy Improvement Plan and establishing an effective subject Improvement Planning Cycle to meet Academy strategic priorities.

### **B. Teaching and Learning**

- Have overall responsibility for your TLR area academy wide, ensuring curriculum continuity, consistency and progression
- Ensuring the OCL Curriculum is delivered effectively across all lessons
- Securing and sustaining effective teaching of the subject through structured monitoring and evaluation of all aspects of teaching and learning and active participation in the Academy’s monitoring evaluation and review (MER) cycle through lesson observations, feedback to teaching staff, work sampling, student voice and written reports to the Head of School as necessary

- Ensuring effective development of students' literacy, numeracy and ICT skills within the subject
- Contributing to the teaching of Citizenship and Careers Education within the subject area
- Developing the curriculum to meet the needs of all learners
- Map progress of students regularly against prior attainment and local and national norms and identify students at risk of underachieving

### **C. Leading and Managing Staff**

- Assist in the smooth running of the Academy at all times, including being responsible with the other TLR holders for the Academy in the absence of senior leaders
- Lead regular meetings relevant to your TLR area
- Line managing all members of the team and providing effective support, challenge and professional development for all staff within the subject area as necessary
- Establishing clear expectations and high standards of professionalism and collaboration across the subject
- Taking an active role as a subject leader within the Academy's PM policy to develop the professional effectiveness of colleagues
- Act as a role model and mentor to colleagues as appropriate and encourage collaboration, cooperation and teamwork
- Providing structured support and assessment for any ECTs to enable them to meet the relevant professional standards
- Working in collaboration with the SENDCo and Teaching Assistants to ensure that those students with SEND are supported effectively to make good progress
- Working in collaboration with Heads of Year and 360 Year Team Managers to ensure students remain engaged in their learning and make good progress

### **D. Efficient and Effective Deployment of Staff and Resources**

- Using appropriate resources, in consultation with the Head of School, for effective and efficient teaching and learning within the subject area
- Creating an effective and stimulating learning environment for teaching and learning
- Ensuring a safe working and learning environment through application of appropriate risk assessments

### **E. Teaching Commitment**

- The post holder will be expected to teach in line with the Academy's generic teacher's job specification. Designated non-contact time for leadership and management responsibilities will be made available.

### **F. Safeguarding Children**

Oasis Community Learning 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 enhanced DBS checks.

**To work to the best of your ability, to be diligent, honest and ethical in the performance of duties and to conduct personal and professional life in a way which seeks to uphold the Oasis Ethos and the Oasis 9 Habits:**

- To effectively contribute to our organisational commitment to excellent education at the heart of our communities.
- To be aware of and understand our Equality and Diversity Policy and ensure at all times that the duties of the post are carried out in accordance with the Policy.
- To ensure compliance with all Health and Safety legislation and associated codes of practice and policies.
- Review and develop own professional practice, maintain effectiveness as a member of the academy staff by taking responsibility for own continuing professional development.
- Demonstrate a willingness to engage with further training and other opportunities to gain appropriate skills, knowledge and vocational or academic qualifications.

**All teachers take an active role in the Academy's pastoral care of students and the post holder will be expected to fulfill the role of form tutor/learning mentor.**



Dear Applicant

Thank you for your enquiry regarding the position of **Head of Science** at Oasis Academy Daventry Road.

I hope you find the information pack helpful. If you feel that that this is a post for which you would like to apply, please complete the online application form by submitting your form directly through the eteach portal or by emailing it to Kate Aldworth, HR Lead at [kate.aldworth@oasisdaventryroad.org](mailto:kate.aldworth@oasisdaventryroad.org)

If you would like to arrange a telephone conversation or a face to face meeting with either Victoria Boomer-Clark or Simon Shaw, please contact me via the email address above

The closing deadline for applications is **9.00am Thursday 22 February 2024**.

Please ensure you provide the name, address and status of two referees, one of whom should be your current direct Manager. Candidates should be aware we will seek references on shortlisted candidates for Academy based positions and may approach previous employers for information to verify particular experience or qualifications before interview.

Interviews will be held **w/c 26 February**. If you have not been invited to attend by **23 February 2024** you should assume that your application has not been successful. Unfortunately, we cannot guarantee that we will be able to provide feedback on your application at this stage.

If you would like to know more about us before you apply please see our website [www.oasisacademydaventryroad.org](http://www.oasisacademydaventryroad.org), or if you are not clear about any aspect of the application procedure, do not hesitate to contact us for clarification.

I wish you well and thank you once again for your interest in this post.

Yours sincerely

Kate Aldworth  
HR Lead

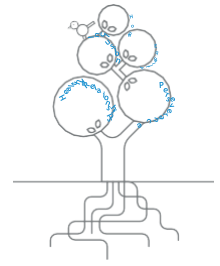
# The Oasis Education Charter



## 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 our 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

