



Oasis Academy Lister Park

Higher Level Teaching Assistant

Oasis Academy Lister Park
North Avenue
Bradford
BD8 7ND



Exceptional Education at the Heart of the Community

A very warm welcome and thank you for your interest in working with us at Oasis Academy Lister Park.

I am extremely proud to lead Oasis Academy Lister Park. I joined the Academy in September 2023 as the Principal, and I am now looking for talented individuals to join the Lister Park family. The Academy continues to build on the established foundations of a school that will continue to serve the City of Bradford's children. Our mission is to inspire and create exceptional education for our young people, ensuring our students lead happy and successful lives, being model citizens and future local, national, and global leaders.

We recently received an Ofsted inspection in March 2024, the academy was graded as "Good" and described as a "caring" school where leaders have created a culture where positive relationships are important.

Oasis Academy Lister Park is a fully inclusive academy where all students are welcomed, regardless of starting point, need or complexity. In our inspection we have been recognised for our work with students of all backgrounds including SEND "staff work collaboratively to ensure pupil's needs are met". **Our students are hard-working, determined, and successful, taking pride in all they do** and celebrating their own, and their peers' achievements with Inspectors noting that "Behaviour is good, and the school is calm and orderly". Their excellence is developed within the classroom and beyond, with a strong enrichment programme. We prepare our students to be leaders who the community look upon with pride and admiration as they develop their own passions and interests. We are incredibly proud of our students and the confident, well rounded young people we see them blossom into throughout their time with us. **When you become part of OA Lister Park you are joining more than a school; you are joining a family**, we live by the mantra "It takes the whole village to raise the child" from the famous African proverb. Every member of staff (from our facilities and catering staff through to the most senior members of our teaching staff) are advocates of this and fully embrace the Oasis ethos and 9 habits.

We have a relentless focus on quality of education to ensure that our students receive the best provision possible. There is also a **clear focus on high challenge, high expectations and enrichment opportunities**. We are developing the next generation of medical professionals, teachers, business leaders, engineers, scientists and many more occupations that are yet to be invented! This requires every single member of staff in the academy to be fully committed to achieving this for all. Ofsted noted that "There are high expectations for pupils at OALP, leaders have created an ambitious curriculum, based on the trust's national offer. Knowledge is effectively developed over time."

In exchange, **staff will be supported at every stage of their career with a comprehensive programme of CPD** from the trust including the Ofsted Outstanding NIOT (National Institute of Teaching) and NPQ (National Professional Qualifications) suite of qualifications and a strong focus on staff wellbeing and support.

Finding the right colleague is extremely important as your role will be crucial to the development of the academy. The successful candidate will need to be completely committed to our school vision and the Oasis ethos and values. There is a requirement for the successful candidate to be flexible and dedicated to helping ensure that our academy is exceptional every single day. This is a truly wonderful opportunity to join a forward-facing, community driven team.

I look forward to receiving your application.
Very best wishes

Mrs Jules Millar
Principal, Oasis Academy Lister Park



Oasis Community Learning

Thank you for your interest in joining the Oasis Community Learning (OCL) family. We are looking for talented teachers 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 OCL 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; each student in Oasis will receive an iPad to use at school or at home. Together, we will provide our young people with the opportunities that they deserve to realise their potential.



John Barneby
CEO, Oasis Community Learning

About Oasis Community Learning

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.

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 over 50 academies.

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. Over 80% 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



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 the National Institute of Teaching, we provide accredited and bespoke training programmes including the NPQML, NPQSL and the NPQH. We also work closely with Ambition Institute to deliver high quality CPD in pedagogy, behaviour management and curriculum development.

Curriculum development and reduced workload

Our NLPs and National Curriculum Leads have worked hard to create the Oasis Curriculum; a comprehensive set of lesson plans and materials for all subjects currently taught at secondary phase. By the end of 2020 we plan to have our primary curriculum ready too. 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.

Support and sharing best practice

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 a senior leader as part of Oasis, you will have the opportunity to work closely with NLPs, focussing on those strategic priorities for which you are responsible.

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

We 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.

Conferences

We hold CPD conferences across the UK to share best practice and pedagogy - regionally and nationally.

About you

At Oasis Academy Lister Park, we pride ourselves on having a staff body who are committed and dedicated, going above and beyond to serve our children and community.

About Oasis Academy Lister Park

Oasis Lister Park is a thriving 11-16 comprehensive academy set in the Manningham area of Bradford, close to the beautiful grounds of Cartwright Hall and Lister Park.

At Oasis Academy Lister Park, our strong ethos of inclusion and pastoral care reinforces our commitment to looking after and developing the 'whole' child. Our curriculum supports the development of skills, knowledge and character. We expect our students to participate in the many enrichment opportunities provided to enrich their own and the lives of others and be professional by committing to a life of learning, taking pride in their appearance, being present, punctual, prepared, and taking advantage of leadership and enterprise opportunities. We celebrate individual talents and abilities, developing confident, independent students who enjoy life-long learning. All members of our community are learners; our students are educated for life. Our staff are developed through teamwork, training and the opportunities that an innovative environment brings. The educational facilities are shared with local schools and local people. We provide lifelong learning.

Our vision is to create 'exceptional education at the heart of the community'.



The Vision Statement of Oasis Academy Lister Park

All our students will have happy, healthy, and successful futures as a result of the quality care, nurture and education they are given at Oasis Academy Lister Park. Students will develop in character to become courageous and confident. They will be brave enough to see the opportunities in every difficulty, and strong enough to become citizens who actively promote respect, tolerance, and individual liberty.

Job Description

POST: Higher Level Teaching Assistant (HLTA)

RESPONSIBLE TO: Assistant Principle

SALARY: SCP 12-19 (£26,421-29,777 FTE) plus local Government Pension Scheme

LOCATION: Oasis Academy Lister Park, North Avenue, Bradford, BD8 7ND

WORKING PATTERN: 37 hours per week, Term-time only plus Training Days

DISCLOSURE LEVEL: Enhanced

JOB PURPOSE:

- In collaboration with class teachers and other support staff, the post holder supports, plans, prepares and delivers elements of learning to students on a one to one, small group or class basis.
- The post holder may be responsible for the line management of other support staff and/or lead on a specialist teaching and learning provision (eg – for students with learning, behavioural, communication, social, sensory or physical challenges or in a particular learning area such as ICT, literacy, writing, numeracy or a national curriculum subject).

SPECIFIC RESPONSIBILITIES:

- A. Work with classroom teachers to support the teaching, learning and assessment of individual students or groups as required, through a range of activities using specific area/s of expertise expected at an HLTA level which engage and motivate students recognizing the diversity of their interests and needs), and in collaboration with other support workers such as Learning Mentors, TAs, LSAs etc.
- B. Contribute to the planning, monitoring and assessment cycle for students (including the invigilation of exams), providing systematic assessment feedback to teachers, keeping records and liaising over the writing of student reports.

- C. Support teachers in improving student participation and progress and to the raising of attainment in targeted lessons or subjects by assisting with planning and preparing of lesson materials and learning objectives, under the direction of a member of the teaching staff, for individual students, small groups or a whole class
- D. Support teachers in raising attainment in timetabled (PPA) or targeted lessons by leading on delivery of whole lessons or elements of a lesson, for individuals, small groups or for a whole class under the general direction of the teacher.
- E. Support special projects and develop a specialist area of expertise within the academy in support of learning and curriculum development and PPA time, as directed by the Principal.
- F. Provide continuity by leading the learning for classes in the event of a planned or unplanned short term absence of a teacher where the post holder has been involved in the planning and preparation of the lessons under the supervision of the teacher. Such an arrangement will be reviewed by the Principal within timescales detailed in national guidance or in any event within two days to ensure the best interests of the students are being met.
- G. Support the learning of a class in the unplanned short term absence of a teacher in a year group or subject area where the post holder doesn't normally work, using the teacher's schemes of work and resources. This arrangement will be on ad hoc and monitored closely by the Principal to ensure the best interests of the students are being met.
- H. Provide classroom supervision to maintain order in the unavoidable short term absence of a teacher.
- I. Under the general direction of the Principal, contribute to developing and delivering pastoral support to students (including personal care) through a range of appropriate strategies including, but not limited to, reducing barriers to learning and improving accessibility to the curriculum and supporting social and emotional wellbeing.
- J. Under the general direction of the Principal, supervise or manage the development, deployment and evaluation of the effectiveness of classroom based support staff and contribute to the development of whole academy policies for the deployment of support staff in the Academy.
- K. Supervise students between lessons and when entering and leaving the Academy site.
- L. Subject to receiving appropriate training, to contribute to the Academy's First Aid provision.

ORGANISATIONAL RESPONSIBILITIES

Safeguarding children and young people

- 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 an enhanced DBS check.
- To work to the best of 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.

OTHER:

The above responsibilities are subject to the general duties and responsibilities contained in your Contract 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:

Employee:		Line Manager:	
Print Name		Print Name	
Date		Date	

Person Specification

Lead Teaching Assistant Higher Level Teaching Assistant (HLTA)

Our Purpose

- The vision of Oasis Community Learning (OCL) is to create 'Exceptional Education at the Heart of the Community.'
- All our Academies are committed to achieving this vision through developing character, competence and sense of community with every child, providing a rich educational experience that is underpinned by our philosophy of education; inspirational leadership, deep learning and healthy communities.

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. We are committed to a model of inclusion, hope, perseverance, healthy relationships and compassion throughout all the aspects of the life and culture of each Academy community.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Maths and English GCSE grade A* - C / 9-4 or Numeracy and Literacy Level 2 on the NQF or equivalent.• NVQ/VRQ Level 3 Teaching Assistant Qualification or equivalent (supporting teaching & learning)• HLTA status	<ul style="list-style-type: none">• TA Foundation Degree• First Aid Certificate
Experience, Skills & Knowledge	<ul style="list-style-type: none">• The ability to converse at ease with parents/students and members of the public, and provide advice in accurate spoken English'• Considerable experience working as a Teaching Assistant at NVQ Level 3 in a school including large groups and on occasion whole classes	<ul style="list-style-type: none">• Experience of leading beyond their own classroom in a specialist area of teaching and learning.

	<ul style="list-style-type: none"> • Experience of leading a team or organizing and overseeing the work of others • Demonstrate passion for and comprehensive understanding of a specialist area of teaching and learning. This will include literacy and numeracy teaching to smaller classroom groups 	
Personal Qualities	<ul style="list-style-type: none"> • Demonstrate sound knowledge and understanding of: <ul style="list-style-type: none"> ○ Every Child Matters, especially the common core knowledge and skills for working with children and young people ○ Effective child protection and safeguarding practice and procedures, ○ SEND Code of Practice. ○ Good IT skills ○ Good organizational skills ○ Ability to encourage and motivate learning with high expectations of behaviour ○ Good interpersonal skills and the ability to work effectively with a wide range of people across the organisation and external agencies and stakeholders ○ High level of discretion and confidentiality ○ Reliability, motivation, adaptability and resilience under pressure 	

Personal Qualities	<ul style="list-style-type: none">○ 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 young people and their families○ Ability to form and maintain appropriate relationships and personal boundaries with children and young people○ Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos.○ Willingness to undertake appropriate First Aid training to contribute to the Academy's First Aid provision.	
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