

Information Pack

Subject Lead MFL (French)

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 Subject Lead for Modern Foreign Languages 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 have held tightly to 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 develop each child into growing and developing as a leader. 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.

I worked at the academy as Assistant, Deputy and Acting Principal from September 2016 – August 2023 and feel so privileged to have had the opportunity 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 of our students and it is a joy to work alongside them in this role.

The academy has been through considerable change in the past year and is now in a new phase of growth focused on improving student outcomes through a focus on high aspirations, strong relationships and love for learning. We are now in our final period of expansion as we move towards full student capacity (600 students, September 2026).

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.

About you

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

You will be passionate about the importance of languages for young people in Newham and knowledgeable about pedagogy and curriculum in your subject area. You will be an experienced and effective teacher, keen to develop others and ready to take the step in to leadership. 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. We welcome and encourage all applicants to come and visit the academy prior to applying. Please email emily.boxer@oasissilvertown.org to arrange a time and date for your visit.

***We are particularly interested in applications from underrepresented groups.
We do reserve the right to close this advertisement early if we receive suitable applications***

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:	Subject Lead MFL (French)
RESPONSIBLE TO:	Principal, under the day to day management and leadership of a member of the Academy Leadership Team
RESPONSIBLE FOR:	Teaching and support staff within the learning area – Modern Foreign Languages
SALARY:	MPS 1-6 (U1-3 as appropriate) + TLR 2A, Inner London
START DATE:	September 2025
LOCATION:	Oasis Academy Silvertown
WORKING PATTERN:	Full-time and as described in the School Teachers' Pay and Conditions Document
DISCLOSURE LEVEL:	Enhanced
JOB PURPOSE:	To ensure high quality curriculum provision and effective teaching and learning within the relevant curriculum area. The role includes responsibility for the assessment of students' needs, group and individual programme planning, curriculum delivery, progress monitoring, recording, evaluation and reporting as well as contributing generally to meeting the aims and ethos of the Academy. In addition to carrying out the professional duties of a qualified teacher in accordance with the current DFE Academy Teachers' Pay and Conditions document, the post holder, in consultation with their line manager and the Principal shall take responsibility for:

SPECIFIC RESPONSIBILITIES:

A Strategic Direction and Development of Curriculum Area

- Demonstrating an active contribution to establishing and maintaining policies, practices and aspirations of the Academy which promote high achievement through effective teaching and learning
- Leading discussions about curriculum development and ensuring that the leadership team are well informed about plans, priorities and effective strategies in the curriculum area
- 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 Principal/Academy Council on progress and plans
- Contributing to the Academy Improvement Plan and establishing an effective subject Improvement Planning Cycle to meet Academy strategic priorities
- Promoting the importance of learning languages, celebrating the range of languages spoken in the academy and implementing a strategy to support those students for whom English is not their first language.

B Teaching and Learning

- Ensuring appropriate, challenging and differentiated programmes of Study and Schemes of Work are in place for language teaching groups and qualifications, including community languages and for EAL learners
- Securing and sustaining effective teaching of French through structured monitoring and evaluation of all aspects of teaching and learning and active participation in the Academy's self-review cycle through drop ins, coaching, feedback to teaching staff, work sampling, student interviews and written reports to the Principal and Leadership Team as necessary
- Ensuring teaching and learning objectives are clear to all members of the curriculum team
- Ensuring effective development of students' literacy, numeracy and ICT skills within the subject
- Ensuring coverage of all curriculum requirements and that IEP targets are systematically addressed and met
- Developing the curriculum to meet the needs of all students; introducing, planning and implementing new courses of study to meet 14-19 curriculum initiatives and KS3 developments
- Assess, record and report the progress of students regularly against prior attainment and local and national norms and identify students at risk of underachieving

C Leading and Managing the Staff who teach in the Curriculum Area

- Line managing all members of the Curriculum team and providing effective support, challenge, information 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 line manager to develop the professional effectiveness of colleagues
- Providing structured support and assessment for ECTs and trainees to enable them to meet the relevant professional standards
- Working in collaboration with the relevant teams to ensure that Individual Education Plans and Pastoral Support Plans are used to set subject specific targets, as required
- Providing a role model for students and other staff through consistent professional conduct

D Efficient and Effective Deployment of Staff and Resources within the Curriculum Area

- Creating and maintaining learning resources, displays and appropriate use of ICT
- Using appropriate resources, in consultation with the Principal, for effective, efficient and safe teaching and learning within the subject area; accommodation, staff, time, courses, development opportunities, ICT equipment
- Creating an effective and stimulating learning environment for teaching and learning
- Deploying accommodation to effectively meet the teaching and learning needs of the subject
- Deploying and managing staff, establishing clear expectations and professional working relationships and giving clear guidance on strategies for raising achievement
- Contributing to the selection for appointment of teachers and support staff and the induction and assessment of new staff in the curriculum area
- Involving staff in planning, recording and running activities, giving guidance and support as required
- Ensuring a safe working and learning environment through application of appropriate risk assessments

E 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

OTHER:

F Teaching Commitment

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

G Other Duties

- The post holder will be subject to performance objectives agreed annually
- All teachers take an active role in the Academy's care and guidance of students and the post holder will be expected to fulfil the role of form tutor
- The post holder is expected to carry out such other duties as may reasonably be assigned by the Principal

The person undertaking this role is expected to work within the policies, ethos and aims of the Academy and to carry out such other duties as may reasonably be assigned by the Principal. The postholder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees' contractors and community members.

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.

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.

	Essential	Desirable
Qualifications	- Qualified Teacher Status - A degree in relevant or related subject	NPQLT
Professional Development	Evidence of a commitment to own professional development	Recent relevant in-service training in the relation to teaching French and/or management and leadership

Experience	• A keen interest in developing the teaching of the subject as well as enthusiasm and engagement in language learning • Evidence of high achievement in teaching across the Key Stages • The development of Schemes of Work across the Key Stages • Working effectively as a Form Tutor • Effective use of Assessment for Learning to engage students as partners in their learning	• Professional development/mentoring of colleagues • Experience of leading a development within a team • Development of partnerships with other schools, business and the community
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	Essential	Desirable
Knowledge	• Knowledge of assessment and attainment best practice in the teaching of languages • Knowledge of curriculum and pedagogy research and principles for best practice in the teaching of languages • Knowledge of strategies to promote good student relationships and high attainment in an inclusive environment • Vision for the value of learning French as well as celebrating the range of languages spoken in the academy community • Secure knowledge of Programmes of Study for the subject at KS3 and KS4	• An understanding of education within a Multicultural/Multi-faith city • An understanding of KS2 projects in the subject area

Skills	• An enthusiastic and effective leader and manager • Ability to use and promote a wide range of teaching methodologies • Excellent communication and presentation skills • Competent user of ICT • Competent co-ordinator and motivator • Ability to plan and resource effective interventions to meet curricular objectives • Ability to assess the performance of others and respond appropriately • Ability to form and promote positive relationships with staff, students, parents, the local community and outside agencies • 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	• Ability to coach, mentor and deliver training to staff
Commitments	• Commitment to safeguarding and promoting the welfare of children and young people.	
	Essential	Desirable

	• Willingness to undergo appropriate checks, including enhanced DBS checks. • Motivation to work with children and young people • Active participation in Academy developments • To leading extra-curricular activities/ educational visits/out-of-hours learning • To innovative curriculum development and partnership with other schools and the wider community including business and industry links • Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos.	
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