



Principal
Oasis Academy
Brislington



Exceptional Education at the Heart of the Community

Dear Colleague,

I would like to take this opportunity to warmly welcome you to Oasis Community Learning (OCL). As the CEO of OCL, I am passionate about and proud of our family of academies.

It is our vision to create exceptional education at the heart of the community. Through our Hub strategy we are committed to serving some of the most disadvantaged neighbourhoods across the country. Our goal is always to build the character and competence of every one of the children and young people we work with as we seek to transform their life opportunities.

Over the last four years OCL has made rapid progress, with our academies moving from 30% to 82% "Good" or better, with 97% of our primaries now "Good" or better. This is a great time to join the OCL family.

In this pack you will find information on both OCL as a Multi-Academy Trust and Oasis Academy Brislington. We have also included a job description outlining expectations and duties for the role along with a person specification you can use to match your experience and suitability against.

We strongly encourage you to visit Oasis Academy Brislington where you will be able to meet with representatives from Oasis as well as to get a feel for the school and all we stand for. Please don't hesitate to contact Sam Russe-Jones (sam.russe-jones@oasisuk.org / **07977 516552**) to arrange a call or a meeting with Peter Knight, Regional Director.

If you wish to apply for the position with us, please complete all sections of the application attached to the advert or found on our website www.oclcareers.org including our Equal Opportunities form. Following the closing date, shortlisting will take place and all applicants will be contacted about the outcome of their application. If you are invited to interview we will provide further details nearer the time

It is a privilege to serve our communities so we need the very best educational leaders we can provide....will this be you?

Very best wishes

John Murphy
Oasis Community Learning CEO

Oasis Academy Brislington
Hungerford Road
Brislington
Bristol BS4 5EY

T. 0117 377 2055

Oasis Community Learning,
1 Kennington Rd, Lambeth,
London SE1 7QP

T. 0207 921 4226



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 and 97% of our primaries have “Good” or better Ofsted judgements since 2014.

To learn more please about Oasis Community Learning visit – 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 Brislington

About Oasis Brislington

Oasis Academy Brislington is an inclusive 11-16 community secondary school serving an area of South Bristol whose aim is to ensure 'Excellence as Standard' in everything that we do. We want our students to become the very best version of themselves; our vision is to equip them with 'the confidence, knowledge and skills to stand as "first among equals"'. Oasis Academy Brislington is driven by a powerful ethos which aspires to treat everyone inclusively and recognises the importance of a holistic approach to education. As well as continuing to build a strong school and deliver a first-class education, it is also our desire to build an interconnected community, recognising that educational needs do not exist in isolation from the needs of the whole person.

Effective Partnerships

Oasis Academy Brislington is outward looking and has engaged with a wide range of partners, both within the Oasis family and beyond to ensure continued improvement and dynamic opportunities. As a PFI (Private Funding Initiative) the relationship between the owners (Skanska) and the Local Authority (Bristol City Council) is vitally important in providing the high-quality learning environment we currently have.

The academy benefits from support from Oasis Community Learning's National Lead Practitioners both from within the South West cluster and further afield supporting Heads of Department and subject teachers. The enthusiastic and skilful staff team at the academy, including a number who are in the early years of their teaching careers, are bursting with potential. Oasis Academy Brislington provides the opportunity for the successful candidate to further accelerate the strong momentum which has been built over time.

Our academy is part of a global group of charities called Oasis, working world-wide to help communities create a place where everyone is included and reaching their God-given potential. We know that great schools are only truly sustainable within happy and healthy communities. Therefore, Oasis develops 'Hubs' across the country, which provide wide ranging, holistic and

integrated services for the whole family and wider community. At Oasis Academy Brislington, we are building strong and lasting local partnerships. We understand the value these partnerships in being able to offer our students a full range of support services and opportunities for their development, whether that is linking with a youth club for social support and confidence building or local businesses for experience and insight into the wider world.

The Oasis Curriculum

In line with Oasis' Education Charter, the curriculum is the heart of our academies' educational provision. Through this – and our commitment to an exceptional climate for learning and great pedagogy – we make focused learning the foundation of every lesson. We have designed our curriculum to meet the needs of all, striving for personal as well as academic and vocational excellence. Through our curriculum we will achieve outcomes that drive social mobility and give everyone freedom of choice throughout their lives. The Oasis ethos and 9 Habits are a foundation stone to the design and delivery of our curriculum. We know that the development of character doesn't happen by chance but by purpose and intention: it is therefore an explicit part of our curriculum. We therefore work hard at preparing our students to be the best version of themselves not just for today but for their futures too. We provide our students with information on careers and the world of work encouraging them to be aspirational and ambitious so that they can secure their dream job and enjoy fulfilling careers. Our curriculum has been designed to ensure our young people thrive, achieve and flourish. It enables them to understand what it is to be human and equips them for life so that they become kind and model citizens. Our curriculum not only develops our young people academically but socially, emotionally, culturally, physically and spiritually. Whilst our knowledge-rich curriculum is designed to ensure the very best academic outcomes for our young people using the latest research in how the brain and memory works, it is about so much more than simply securing great results. It is about our academy's determination to achieve excellence with equity and integrity: where we bring advantage to the disadvantaged, where

barriers to learning are successfully overcome and there are no limits to the achievement and ambition of our most able.

Our knowledge-rich curriculum and our commitment to the Oasis ethos and Nine Habits is supported by our Trust's policies on Learning and Behaviour for Learning and the work of our National Lead Practitioners and Leads for Learning Innovation. Please access our Trust Statement on Intent for more detail: www.oasiscommunitylearning.org/uploaded/Education/OCL_Curriculum/Oasis_Curriculum_Intent.pdf

Staff Development

As Oasis Community Learning is a founding MAT of the National Institute of Teaching, wide opportunities are available for teaching staff at all levels.

At the academy, staff training is a key aspect of life with every teaching colleague receiving professional development including precision coaching each week. For staff who want to develop further they are able to become coaches or mentors to others, become leaders of subjects within the academy or across the Trust and benefit from accredited courses such as NPQs. Staff can also benefit from a wider network provided within the cluster from the 4 other secondary academies. This includes the Principals who meet regularly to share best practice and support the development of each other's academies.

To Apply

If you would like more information about this exciting opportunity, would like a confidential discussion about the position or a visit to the academy, please don't hesitate to contact Sam Russe-Jones (sam.russe-jones@oasisuk.org / **07977 516552**) to arrange a call or a meeting with Peter Knight, Regional Director.

To apply, please submit a completed application form FAO Temi Aje to **OCLRecruitment@oasisuk.org** by no later than 09:00am on Monday 20th February 2023. This role offers a challenging but highly rewarding opportunity to make a significant impact on the educational outcomes of thousands of students. Our young people deserve the best: your role will be to ensure that they receive it.

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





Job Description

Post:

Principal

Accountable to:

Regional Director

Grade:

L33 - L39
(£97,256 – £112,601)

Key Relationships:

Oasis Community Learning
CEO, National Directors,
National Lead for Secondary
Improvement, National
Secondary Lead for Strategy
and Innovation, Strategy
and Innovation Team and
Hub leaders

Location:

Hungerford Road
Brislington
Bristol, BS4 5EY

Working Hours:

Full time

About the Academy:

Oasis Academy Brislington is a community Secondary school, serving students aged 11-16. We are dedicated to developing knowledgeable, confident and skilful students who are the best versions of themselves.

Job Purpose:

- To collaboratively work with the Regional Director to provide leadership and strategic direction to any academy within the region as specified by the CEO by ensuring and enabling the provision of high-quality teaching and learning.
- To clearly communicate high standards and high expectations of students, staff and the community; developing collaborative links and relationships with staff, other academies, schools and the wider education community; and providing a mentoring role for senior leaders and modelling outstanding practice at all times.
- To ensure the academy not only serves the students but works closely as part of Oasis Hub to serve the whole community.
- To ensure that the Oasis Ethos as well as the 9 Habits which flow from it permeate every aspect of the academy's life.

The Principal will be responsible for:

A. LEADERSHIP

- To lead through the lens of the Oasis Ethos & 9 Habits
- To lead the overall strategic management and operational activity of the academy
- To create a positive, inspiring, high achieving ethos within the academies, in line with the wider Oasis Vision – for community – a place where everyone is included, making a contribution and reaching their God-given potential and specifically to deliver 'exceptional education at the heart of the community'.
- To work positively with the community to ensure the best possible outcomes for students.
- To ensure that national policies, strategies and processes are implemented at a local level and where appropriate any local policies, strategies and processes are consulted on and implemented effectively in order to transform the outcome for students and staff at the academy.
- To ensure that students are healthy, stay safe, enjoy and achieve maximum potential, achieve economic and personal well-being once they leave the academy.
- To develop the reputation of the academy, locally, regionally and nationally.
- To ensure staffing matters are managed in accordance with national OCL policy and in line with the Oasis Ethos and 9 Habits.
- Developing and maintaining good working relationship with regional and national People Directorate colleagues, keeping them informed of any staffing matters, seeking their advice at the earliest opportunity and working in partnership to resolve any issues.
- To help foster a culture where staff feel equipped and empowered to flourish and thrive in their roles and safe to feedback any concerns.
- To work collaboratively with the local Oasis Hub Leader and Community staff to achieve the Hub strategy

B. QUALITY OF EDUCATION

- To support the Regional Director to ensure curriculum delivery is translated into effective learning and assessment practice.
- To encourage and promote innovation in educational provision, ensuring that the academy can meet changing needs and demands consistent with government guidelines and requirements.
- To ensure that high quality provision is available to all students regardless of race, religion, sexual orientation, gender, disability, economic background or special educational needs.
- To lead a culture rooted in the five Oasis Ethos values and enacted through the 9 Habits where students feel safe, confident and are able to thrive and grow in all aspects of who they are including attaining their maximum educational outcomes.

C. DEVELOPING YOURSELF AND WORKING WITH OTHERS

- To develop and maintain a culture of high expectations for self and others.
- To support the development of effective strategies and procedures for staff induction, professional development and performance management in line with agreed local and national policy and procedures.
- To support the clear delegation of tasks and responsibilities.
- To line manage in a people-centered way, in line with the Oasis Ethos and 9 Habits
- To treat people fairly, equitably and with dignity and respect to create and maintain a positive culture upholding and enabling a culture underpinned by the Oasis Ethos to thrive.

D. CHAMPIONING THE OASIS ETHOS

- To model the way of the Oasis 9 Habits engaging in this as a journey of personal transformation
- To engage others in their journey of personal transformation through the lens of the 9 Habits
- To access resources within the Oasis family to create the ongoing alignment to the Oasis Vision, Mission, Ethos & 9 Habits within the Cluster.

E. GENERAL

- To be aware of and comply with policies and procedures relating to child protection, inclusion, health, staffing, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person without delay.
- To participate in training and other learning activities and performance development as required.
- To ensure you carry out your role in a way that enables high standards to be achieved by proactively utilizing the benefits of inclusion and diverse thinking to achieve this.
- To ensure strict confidentiality in all areas of work.
- To work and process personal and sensitive information in accordance with the Data Protection Act 2018 and the UK General Data Protection Regulations (UK GDPR).
- To ensure work is conducted in a way that protects the safety and security of information (e.g., strong passwords, reporting breaches, securing paper records, securely disposing of records).
- To understand and comply with the statutory guidance regarding safeguarding of children, always ensuring the safeguarding and promotion of children's welfare, reporting any concerns to the Designated Safeguarding Officer at once.
- To always comply with the Trust's policies and procedures.
- To undertake other reasonable duties (with competence and experience) as requested, in accordance with the changing needs of the organisation.

Principal Person Specification

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 rooted in what we believe and who we are. It is an expression of our character. Rooted in the story and beliefs of Oasis, we describe our ethos through a particular set of values that inform and provide the lens on everything we do.

- A passion to include
- A desire to treat people equally respecting differences
- A commitment to healthy, 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

It is these ethos values that we want to be known for and live by. They are the organisational values we aspire to. We are committed to a model of inclusion, equality, healthy relationships, hope, and perseverance throughout all the aspects of the life and culture of every Oasis Hub and Academy community.

OUR IDEAL CANDIDATE

We are looking for an experienced senior leader who has a track record of recognised success within their own academy and/or across a number of academies. You must be passionate about the trust, school improvement and transforming the lives of both our staff and students. We are looking for an individual with excellent interpersonal skills who is motivated by the opportunity to work collaboratively with a range of leaders, using a combination of challenge and support to share their skills and expertise to transform learning and ensure the best possible life chances for our pupils. This is a unique opportunity to work across the secondary academies to ensure that the students who attend an Oasis academy have a world class educational provision.

For further information, please refer to the Oasis Community Learning Purpose, Ethos and Values document which accompanies this job description.



Person Specification

As evidenced in application form and interview		
	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified to degree level • PGCE (or equivalent) – Qualified to Teach in England • Evidence of recent, relevant professional development 	<ul style="list-style-type: none"> • NPQH or NPQSL
Experience	<ul style="list-style-type: none"> • Leading and managing people individually and in teams to a high standard • Managing change through bringing innovative ideas to traditional approaches to teaching and learning • Managing and improving the curriculum offer resulting in demonstrable impact • Understanding and/or experience of managing finances and ensuring financial sustainability • Experience of operating an organisation from a health and safety perspective • Breadth of experience in school leadership, e.g., one or more from the following: pastoral and academic leadership experience; teaching in several contrasting schools or working in other sectors beyond education • A proven track record of effective headship or senior leadership in an urban primary or secondary school, ideally graded as good or outstanding by Ofsted • Experience of working effectively with the local community • A wide knowledge of current and proposed education policy and the legal framework within which academies and schools must operate, particularly in relation to safeguarding • A wide understanding of the links between education and community transformation • An ability to effectively prioritise and plan for self, others and the organisation • An ability to problem solve and think creatively when dealing with complex issues • An ability to develop and communicate a complex vision in simple and easily understood terms to a variety of audiences • An ability to manage and empower others to maintain high standards of student discipline in order to ensure a positive climate for learning • An ability to lead academy-wide improvement initiatives that have a demonstrable impact on student attainment 	<ul style="list-style-type: none"> • Experience of leading a school • Experience of managing risk across a school or organisation



Person Specification

As evidenced in application form and interview		
	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"> • Passionately committed to safeguarding and the welfare and wellbeing of children and young people • Willingness to undergo appropriate checks, including enhanced DBS checks • To work hard and remain fully committed, even when under pressure, always acting with consideration for yourself and others • Forgiving and committed to healthy inclusive relationships (strong interpersonal & diplomatic skills) • Emotionally resilient and therefore patient and persevering with challenging behaviours and attitudes • To be hopeful, honest and always act with integrity, taking a rigorous approach to improving standards in order to ensure transformation of pupils lives and their wider communities • Act with humility and as a team player by serving others both in the academy and the Oasis family • Able to demonstrate and communicate the Oasis ethos and 9 Habits in your behaviours and actions • Positive, passionate, enthusiastic, and able to help others be the same • Able to keep a sense of proportion by acting with self-control • Act with authenticity and integrity • To have high aspirations and a commitment to excellence, and to role model this behaviour to others • Self-disciplined and able to reflect and learn in order develop wisdom and understanding 	