



**Regional
Director**
North West
Secondary Academies



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 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 serve the most disadvantaged communities across the country. We want to build the character and competence of every one of our young people so we can seek to transform the communities we serve.

Over the last few years Oasis Community Learning has made rapid progress, with our academies moving to 88% Good or better. This is a great time to join the OCL family. As Regional Director you will secure great standards of education and develop capacity within this growing region of academies.

We need colleagues who have the necessary complementary expertise to line manage and develop leaders and who understand and can enable the development of outstanding practice. 79% of our academies have joined OCL as sponsored academies where the predecessor schools had been failing in local authority care for many years. So If you want to join our Trust, it is vital that you have an ambitious growth mindset and believe that our children can achieve anything.

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

I look forward to meeting you if you are successful in being shortlisted for one of these exciting posts. Be part of something very special – Oasis Community Learning.

Very best wishes

A handwritten signature in black ink, appearing to read 'J. Murphy'.

John Murphy
Oasis Community Learning CEO

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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, but believe passionately in each of the communities we are based in.

We know them to be places of great potential and are committed to their continual positive transformation.

This journey is made possible by the outstanding people who work for us; leaders with vision, determination and drive to raise standards. We are securing better education across the group and closing the gap for our disadvantaged students every day through exceptional teaching and support. Since 2014 our sustained improvement has seen the percentage of Ofsted inspected Oasis academies attaining 'Good' or better rise from 30% to 88%.

To learn more please about Oasis Community Learning visit –
www.oasiscommunitylearning.org



Over **30,000** pupils



Over **5,000** staff



52 academies

The 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 whole community.

Oasis Community Learning’s 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 a part of everything we do. 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



What to expect

As part of the Oasis family, there are a number of offers that you will receive that make us stand out as an employer of choice. Our Regional Directors enjoy the benefits of working as part of a core team of directors, at the national and regional level. There are plenty of opportunities to make a difference trust wide and play a key role in creating new initiatives. This could be through:

- Leading nationally on a specific Secondary theme eg SEND, Data and Assessment, Mental Health etc.
- Taking part in Monitoring and Evaluation Team reviews.
- Joining strategy groups (such as Assessment, Curriculum, Wellbeing, Mental Health Champions and SEND).
- Developing policies for provision across the Trust.
- Pioneering new systems and continuous professional development.

We care about furthering our staff with their career ambitions and will do our best to support you in this.

Our North West Academies

We currently have an all through Academy and three secondary Academies within our North West Region/Cluster:

- Oasis Academy Don Valley rated 'Good' by Ofsted
- Oasis Academy Oldham rated 'Requires Improvement' by Ofsted
- Oasis Academy MediaCityUK rated 'Good' by Ofsted
- Oasis Academy Leesbrook rated 'Good' by Ofsted.

Regional Directors are responsible for driving school improvement in the Academies they serve, improving them from their current position and ensuring the best possible outcomes for our students.

Find out more about these Academies by visiting their websites today.





Job Description

Post:

Regional Director North
West Region/Cluster
(Secondary Academies)

Responsible to:

National Director of Academies

Responsible for:

Secondary Academies/
Principals in the North West
Region/Cluster

Salary:

L42- L46

Key Relationships:

Oasis Community Learning
Chief Executive Officer, National
Directors, National Lead for
Secondary Improvement,
National Secondary Lead
for Strategy and Innovation,
National Secondary Lead
for Student Inclusion,
Regional Directors, Lead HR
Business Partner, Principals,
Operations Manager, Strategy
and Innovation Team and
Hub Leaders.

Location:

North West Region/Cluster of
Academies

Disclosure Level:

Enhanced

Working Pattern:

Full-time, Monday to Friday, with occasional work outside of normal hours in accordance with the leadership provisions of School Teachers Pay and Conditions. Regional Directors are expected to be available during term time. Any variation to this must be agreed by the National Director and is only to be used in exceptional circumstances.

Job purpose:

- To be responsible for the educational outcomes and standards for the Academies in the Region/Cluster.
- To be the Line Manager for the Principals in the Region/Cluster.
- To be responsible for the professional development of the Principals in the Region/Cluster as holistic leaders.
- To monitor and feedback on the effectiveness of the delivery of services to Academies from the Oasis National and Regional Teams.
- To ensure financial sustainability of the Academies within the Region/Cluster.
- To ensure the Secondary national strategy is delivered in each Academy and ensure alignment across the Region/Cluster.
- To champion and promote the Oasis Ethos; the 9 Habits and the mission and purpose of OCL.
- To be an Oasis reference point in the Region/Cluster, to create a sense of belonging to the Oasis family of Academies and wider Oasis.
- To lead nationally/work alongside the National Lead on a specific Secondary theme e.g. SEND/Data and Assessment/Mental Health etc.
- To champion and promote the Oasis Ethos, 9 Habits and the purposes of OCL and to be an Oasis reference point in the Region/Cluster; to create a sense of belonging to the Oasis family of Academies and wider Oasis.

Specific responsibilities:

A. STRATEGIC DIRECTION AND LEADERSHIP

- To collaboratively develop a clear vision for the Academies, in line with the national strategy to ensure consistency across the Region/Cluster.
- To provide strategic direction and leadership to the Academies, and lead through the lens of our Ethos and 9 Habits.
- To be aligned to the Oasis Vision for community – a place where everyone is included, making a contribution and reaching their God-given potential.
- To develop a positive, high achieving Ethos within the Academies, in line with the consistent approach across the Region/Cluster ensuring that there is 'exceptional education at the heart of the community'.
- To listen and act on concerns and feedback from staff in your Region/Cluster.
- To be accountable for the performance, standards achieved and quality of education in the Region/Cluster.
- To critically evaluate and have ownership for each Academy's performance and ensure performance targets are met and to thoughtfully and openly evaluate with leaders when they are not. This includes the undertaking of challenge and review meetings with the Principals as well as evaluation of data working in partnership with the National Lead for Secondary Improvement as part of the review cycle to ensure rigorous evaluation and quality assurance and sustained improvement.
- To ensure safeguarding in all Academies is effective through regular monitoring.
- To ensure the quality of teaching and learning is effective through regular monitoring of all aspects of Teaching and Learning, leadership, data review, systems and practice review and wider Academy and community life.
- To ensure and communicate evidence-based improvement plans and that the necessary actions needed to bring about improvement are implemented collaboratively, quickly, and effectively and to ensure that such actions have the required impact.
- To oversee the deployment of Academy-to-Academy support and intervention strategies across the Region/Cluster.
- To work with the National Lead for Behaviour, Curriculum and Pedagogy to deploy support from the Strategy and Innovation Team.
- To work with the National Team and other Regional Directors to ensure the national strategy is delivered and implemented consistently.
- To develop and disseminate highly effective practice both across the Region/Cluster and nationally.
- To ensure the Academies are compliant in all legal areas of working and policy through regular review.
- To contribute to pre-Ofsted and other Learning Reviews.
- To sign off any visits/trips/expeditions to be undertaken by Secondary Academies in the Region/Cluster, in accordance with OCL Policy.
- To be a key point of contact for dealing with any critical incidents in the Region/Cluster, fulfilling the roles required as a National Leader in the local context in accordance with the OCL critical incident and business continuity plans.
- To be the point of contact for dealing with significant staffing matters.
- To ensure HR, finance and staffing structures are effective in improving the Academy in partnership with the leaders of all service teams.
- To ensure the Scheme of Delegation requirements for dismissal panels and grievances are compliant.
- To liaise with the Local Authorities in the Region/Cluster and develop strategic partnerships (including business links) that will further support the work and effectiveness of the Secondary Academies in the Region/Cluster.
- To keep abreast of local, national and international policy, practice and research in relation to schools working in challenging contexts and advise accordingly.
- To liaise with the Hub Leaders so as to support the development of the Hub Strategy.
- To work closely with the Academy and Hub Leaders to plan effectively and ensure our core remit of community transformation is a lived experience.
- To work with the other Oasis Regional Managers such as the Hub Leaders, Oasis Community Team in order to ensure the integration of Oasis work at all levels.
- To attend key events in the life of the Secondary Academies in the Region/Cluster as the Oasis representative.
- To attend Hub Council meetings as appropriate.

B. QUALITY OF EDUCATION

- To analyse a range of student level data and to support Principals in the interpretation and use of data to raise standards.
- To promote and secure at least 'good' teaching, effective learning, high standards of achievement, good behaviour and discipline within a safeguarding culture.
- To ensure each Academy Leader has in place sound strategies for monitoring and evaluating the quality of teaching and standards of student progress and achievement, setting targets for rapid improvement of all students including those in vulnerable groups.
- To develop ambitious standards for all students, overcoming disadvantage and advancing equality, enabling staff to develop a strong sense of accountability for their impact of their work on student outcomes.
- To ensure effective partnerships with parents/carers to support and improve student achievements and personal development.

C. PRINCIPAL/HEAD OF SCHOOL LINE MANAGEMENT

- To provide leadership, management, support, and challenge to the Principals of the Academies within the Region/Cluster.
- To ensure that all leaders are complying with key Equality obligations and leading through the lens of the Oasis Ethos and 9 Habits as well as following National Staffing policies.
- To work with the Regional and Lead Business Partners and other members of the People Directorate in developing a fair, safe and growth focused staffing culture within the Region/Cluster and in managing any escalated staffing matters.
- To agree challenging and meaningful targets for improved attainment by supporting Secondary Oasis Academies in self-evaluation and improvement planning.
- To conduct performance reviews of the Principals and to take part in Strategic Reviews.
- To work with Principals and service leads to ensure economies of scale across the Region/Cluster.
- To be involved in the recruitment process of senior colleagues at each Academy.

- To work with the Learning & Development team and to lead by example and develop leadership capacity at all levels, through a range of means including coaching and mentoring.
- To line manage in a people-centered way.

D. ACADEMY OPERATIONS

- To work as part of a team, and where appropriate through matrix management, provide local operational direction, of subject matter specialists who oversee the business operations and national service provision within the Region/Cluster.
- To support the seamless delivery of National Services in each Academy, ensuring Academy teams operate in accordance with national policy, processes, procedures, delegated authority, and the guidance provided and that high priority Academy issues are highlighted and addressed.
- To escalate issues of concern around the provision of National Services to the relevant Region/Cluster Service Lead and where if necessary to the relevant National Service Director.
- To chair and co-ordinate the Local One Plan meetings and the Local One Plan in accordance with the national schedule and structure, where the Region/Cluster team and Academy teams come together to address and put in place the strategic plans for each Academy to support their local priorities and challenges in the context of national strategies, objectives and priorities and then oversee their implementation and completion.
- To act as the 'Project Sponsor' for 'Local Projects' commissioned within the Region/Cluster and where appropriate participate in 'Project Boards' for 'National Projects' that directly involve the Academies within the Region/Cluster.
- Support Academies and Regional Finance Managers to maintain budgets to a sustainable position.

E. CHAMPIONING THE OASIS ETHOS

- To model the way of the Oasis 9 Habits.
- To engage others in their journey of personal transformation through the lens of the 9 Habits.
- To promote the role of each Secondary Academy in community transformation by supporting the development of the Oasis Hub model.
- To liaise with the Oasis Ethos & Formation Director to ensure the ongoing alignment to the Oasis Vision, Mission, Ethos & 9 Habits within the Region/Cluster.

F. LEADERSHIP DEVELOPMENT AND SUCCESSION PLANNING

- To be fully committed to leadership development and developing leadership qualities in staff.
- To be the driver of continual professional development.
- To take a proactive approach to career development succession planning within the Region/Cluster, encouraging and facilitating development opportunities and intentionally planning for the future.

G. SAFEGUARDING CHILDREN AND YOUNG PEOPLE

- To ensure that safeguarding practices secure the safety and welfare of all students.
- To monitor safeguarding policies and procedures as appropriate.
- To provide advice and support to Principals, liaising with Local Authorities and working with other agencies as necessary in order to ensure child protection concerns are dealt with promptly and effectively.

OTHER:

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.





Regional Director (Secondaries) 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 students. 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.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • General education to degree level (or equivalent). • Professional teaching qualification. • Evidence of recent and relevant professional development. • Right to work in the UK. 	<ul style="list-style-type: none"> • NPQSL/NPQ
Experience, skills and knowledge	<ul style="list-style-type: none"> • Demonstrable experience of securing rapid and sustained improvement as a school leader and taking a school or Academy to at least Good or Outstanding in the OFSTED framework. • Experience of sustaining successful senior leadership posts in more than one school or Academy. • Successful recent experience of school leadership or as a member of an LA/regional/national school improvement team. • Recent experience of leading and managing educational initiatives at school, LA, or regional/national level. • Ability to interpret complex quantitative and qualitative data and use this analysis to inform planning, support and challenge. • Demonstrable experience of raising and sustaining standards in schools • Ability to develop processes that encourage the sharing of best practice across Academies in the Region/Cluster. • Ability to build capacity in colleagues through coaching or mentoring and brokering/delivering INSET. • Experience of leading and managing innovation and change. • Experience of monitoring, evaluating and improving the quality of education provision. • Ability to pursue challenging and rigorous questions and probe explanations. • Experience of Performance Management processes to maximise the contribution of senior colleagues. • Experience of managing disparate teams across different business functions. • Ability to build and develop strategic partnerships. • Awareness of what makes a successful recruitment campaign and experience of engaging and appointing the best leaders. • Knowledge of statutory governance requirements including Health and Safety and Safeguarding. • Experience of financial resource management and budget scrutiny. • Excellent interpersonal skills. 	<ul style="list-style-type: none"> • Provided leadership over more than one school. • Understanding and experience of system leadership experience of systems leadership to bring about improvements across an organisation, embedding efficient and lean systems that ensure a quality service and value for money.
Personal qualities	<ul style="list-style-type: none"> • Passionately committed to safeguarding and the welfare and wellbeing of children and young people. • 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 students' 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 in your behaviours and actions. • Positive, passionate and enthusiastic and able to help others be the same. • Able to keep a sense of proportion by acting with self-control. To have high aspirations and a commitment to excellence, and to role model this behaviour to others. 	

A young man in a school uniform and safety goggles is working on a science project. He is holding a ruler and a small container, and is looking intently at his work. The background shows a classroom setting with a purple bulletin board.

Oasis Community Learning Curriculum Statement of Intent

Exceptional education at the heart of the community

Please access our Trust Statement of Intent for more detail:
www.oasiscommunitylearning.org/uploaded/Education/OCL_Curriculum/Oasis_Curriculum_Intent.pdf

There are three core OCL strategies that are supporting us achieve our vision of exceptional education at the heart of the community. Firstly, Behaviour and ensuring a harmonious climate for learning in all our Academies. Secondly, Curriculum and finally our Pedagogy strategy ensuring all teaching are as good as the best. A belief that all teachers can continually grow and develop is central to this strategy area, as well as improving the work-life balance and well-being of our teachers.

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 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 Academies 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 curriculum and our commitment to the Oasis ethos and 9 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 Strategy and Innovation.