



Second in Mathematics

Information Pack

Dear Candidate,

Thank you for your interest in the role of Second in Mathematics at Oasis Academy Sholing. We are excited about the possibility of you joining us as we continue our journey of "Striving for Excellence" (SFX).

Our school community is close-knit, and we pride ourselves on offering a supportive environment where staff feel motivated and empowered. Strong relationships are at the heart of everything we do, ensuring that both students and staff thrive. We are committed to providing continued professional development for all staff, enabling everyone to grow their skills and realise their potential.

At Oasis Academy Sholing, we believe every student, regardless of their starting point or background, deserves an exceptional education. Our mission is to ensure that every young person reaches their full potential and receives nothing less than the best education we can offer.

As part of our team, you will be encouraged to pursue your own personal development, as we place great value on nurturing ambition and supporting growth at all levels.

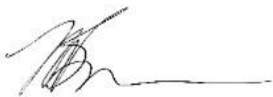
I truly hope you will consider taking the next step in your career with us. This position offers a wealth of opportunities for further professional advancement, and I am confident you will find it both challenging and rewarding.

Education is in a pivotal moment, and despite the increasing demands, it remains one of the most fulfilling and impactful professions. I believe that joining Oasis Academy Sholing will provide you with the chance to contribute to our continued success.

If you would like to discuss the role or take a tour of the academy, please feel free to reach out to our HR Officer, Louise Austin, at recruitment@oasissholing.org.

We look forward to hearing from you.

Kind regards,

A handwritten signature in black ink, appearing to be "Martin Brown".

Martin Brown
Principal



About us



Oasis Academy Sholing, located in East Southampton, Hampshire, has a rich and evolving history. Originally founded as Sholing Middle Road Girls' School between 1910 and 1912, the school has undergone various transformations over the years. The original buildings, which housed a boys' school, were repurposed for the girls' school during the early 20th century, with further alterations made between 1914 and 1920. By 1938, the school had become known as Middle Road Senior Girls' School, Sholing, and by 1954, it was renamed Sholing (Middle Road) Secondary Girls' School.

During World War II, the school temporarily relocated its students to nearby facilities such as Merry Oak Boys' School and St. Monica Road Boys' School. In the early 2000s, the school transitioned to become The Sholing Technology College in 2003, focusing on technology as a specialist subject. This marked the beginning of coeducation, with the school opening its doors to both boys and girls.

A major shift occurred in September 2018, when the school joined Oasis Academy Trust, becoming Oasis Academy Sholing. Oasis Academy Trust, established in 2004, is an educational charity dedicated to improving the lives of children and young people by creating and managing academies across the country. As part of this wider network, Oasis Academy Sholing continues to contribute to the vision of transforming lives and communities. Today, Oasis Academy Sholing serves children aged 11 to 16 years and is committed to providing high-quality education, with a strong focus on community and individual development.



Our offer to you

Integrated training & development opportunities

As our curriculum and tech evolve, so do we! We're all about helping our team grow, whether it's through external certification courses, internal development programs, or training days. If you're looking to take your career in a new direction, we've got your back with plenty of opportunities to learn and level up. With our training packages and clear staffing structure, there's a straightforward path for career progression within Oasis.

Support and sharing best practice

Through ongoing support from our National Lead Practitioners, Best Practice Academies, Regional Directors and Monitoring and Standards Team, our academies are able to continually progress and innovate learning for both students and staff alike.

Free Support Service

As part of the Oasis team, you'll also have access to a free, confidential counselling service whenever you need it.

Health Scheme

We're excited to be part of the Health Shield Cash Plan Scheme, which means our team can opt in for just a small monthly fee and enjoy loads of great benefits, including:

- Money back for everyday healthcare like dental, optical, physiotherapy, and chiropody
- 24/7 GP access over the phone at a time that works for you
- Direct access to a qualified physiotherapist
- A 24/7 helpline offering advice and support on everything from family matters, stress, and bereavement, to legal info, tax, and money management
- An online rewards portal full of exclusive discounts, deals, and cashback on everything from groceries to travel and dining.

Plus, children up to 21 living at home and studying full-time are covered at no extra cost!

Dear Candidate

Thank you for your interest in the position of Second in Mathematics at Oasis Academy Sholing.

I hope you find the information pack helpful. If you feel that that this is a post that you would like to apply for, please submit your application online by visiting our website. From there, you will be directed to our ATS jobs board where you can submit your application.

The closing deadline for applications is no later than **22 April 2025 at midday**.

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

Interviews will take place **25 April 2025**. If you do not hear from us by close on business on **23 April 2025** you should assume that your application has not been successful. Unfortunately, we will not 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.oasisacademysholing.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 what we think will be a challenging and rewarding post.

Yours sincerely

Louise Austin

Louise Austin
HR Officer

Second in Mathematics

Job Description



POST:	Second in Mathematics
START DATE:	September 2025
RESPONSIBLE TO:	Head of Mathematics
SALARY:	MPS/UPS
LOCATION:	Oasis Academy Sholing, Southampton
WORKING PATTERN:	Full Time, Permanent
DISCLOSURE LEVEL:	Enhanced

Purpose of the role

Achievement of students within the Mathematics department

- Support the Head of Mathematics in all aspects of learning and progress in the pursuit of excellence in the mathematics department.
- Ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students in the relevant key stage.
- Coordinate joint planning and the effective sharing of good practice.
- Have excellent subject knowledge and understanding of current developments.
- Effectively inspire students and improve their achievement.
- Be focused consistently, inspiring confidence and commitment from students and colleagues.
- Use self-evaluation in a well-informed manner and effective analysis of performance.
- Have ambitious aims for the subject and its relevance to the students attending Oasis Academy Sholing.
- Communicate these aims effectively to students and staff.
- Take responsibility for areas of improvement / priorities identified in the mathematics improvement plan.
- Complete all other reasonable tasks as directed by the Principal or line manager.
- To deputise for the Head of Mathematics in their absence.

Job Description

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Teaching and learning of Mathematics

- Leading the development of appropriate, challenging and differentiated schemes of learning that ensure all students make rapid and sustained progress.
- 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 cycle.
- 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.
- Developing the curriculum to meet the needs of all students; introducing, planning and implementing new courses of study to meet KS3 and KS4 curriculum initiatives and developments.
- Map progress of students regularly against prior attainment and local norms. Identify students at risk of underachieving and tailor the curriculum as appropriate.

Leading and managing the staff who teach Mathematics

- Establishing clear expectations and high standards of professionalism and collaboration across the subject.
- Providing structured support and assessment for NQT and ITT trainees to enable them to meet the relevant professional standards.
- Working in collaboration with the SENDco and year group leaders to ensure that individual plans are used to set subject specific targets and support progress, as required.

Efficient and effective deployment of staff and resources within the Mathematics department

- Using appropriate resources, in consultation with the head of mathematics, 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,
- Ensuring a safe working and learning environment through the application of appropriate risk assessment.

Safeguarding

- Contribute to the development of students' emotional wellbeing.
- Adhere to the Academy's safeguarding policy.
- Attend relevant training and keep up to date with national requirements.

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.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of employment.

Person Specification

ESSENTIAL

DESIRABLE

Qualifications	
Qualified Teacher status	Other recognised qualifications in Mathematics based subjects
A degree in appropriate subject	
Professional Development	
Evidence of a commitment to own professional development	Recent relevant in-service training in management and leadership
Experience of leading development within a team	
Experience	
Evidence of high achievement in teaching across the Key Stages	Professional development / mentoring of colleagues
A keen interest in developing the teaching of Mathematics	Development of partnerships with other schools, business and the community
Currently holding a significant position of responsibility	Successful teaching of Mathematics at A level
The development of Schemes of Learning across the Key Stages	
Working effectively as a form tutor	
Effective use of Assessment for Learning to engage students as partners in their learning	
Knowledge	
Use of assessment and attainment information to improve practice and raise standards	An understanding of KS2 and/or post 16 curriculum
Use of strategies to promote good student relationships and high attainment in an inclusive environment	
An understanding of Health and Safety regulations affecting the curriculum area	

Person Specification

continued...



ESSENTIAL

DESIRABLE

Skills

Competent user of ICT	Ability to use and promote a wide range of teaching methodologies
Excellent communication and presentation skills	

Commitments

Actively supports the Academy's aims	Innovative curriculum development and partnership with other schools in the wider community, including business and university links
Active participation in Academy developments	
To leading extra-curricular activities/ educational visits / out-of-hours learning	
Commitment to ITT	

Personal

Passion for Teaching	
Energy, enthusiasm and flexibility	
Resilience and a positive outlook on life	
Ability to work under pressure and determination to succeed	

Oasis Academy Sholing are committed to safeguarding and promoting the welfare of young people and expect all staff and volunteers to share this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks

Explanatory Notes

Applications will only be accepted from candidates completing the enclosed Application Form. Please complete ALL Sections of the Application Form which are relevant to you as clearly and fully as possible. CVs will not be accepted in place of a completed Application Form.

Safeguarding Children and Young People

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

1. Candidates should be aware that all posts in Oasis Community Learning involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post. Please see the job description enclosed in this Application Pack for further details.
2. Accordingly this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as "spent" must be declared.
3. If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including those related to children or young people (whether the disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.
4. Where neither your current or previous employment has involved working with children, your current employer will be asked about your suitability to work with children, although it may where appropriate be answered not applicable if your duties have not brought you into contact with children or young people.

Interview Process

After the closing date, short listing will be conducted by a Panel, who will match your skills/ experience against the criteria in the Person Specification. You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
 - Documentary evidence of identity that will satisfy DBS requirements such as a current driving license including a photograph and/or a passport and/or a full birth certificate
 - Documentary proof of current name and address (i.e. utility bill, financial statement etc.)
 - Where appropriate any documentation evidencing a change of name
 - Documents confirming any educational or professional qualifications that are necessary or relevant for the post.
- Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

We will seek references on shortlisted candidates for Academy based positions and may approach previous employers for information to verify experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

If you have an enquiry, please contact the Academy Office at:

Oasis Academy Sholing
Middle Road
Southampton
SO19 8PH

Reception is open Monday to Thursday 8:00am – 4:00pm, Friday 8:00am – 3:30pm

Tel: 023 8044 886



