Information Pack

Teacher of Computer Science

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 Teacher of Computer Science 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 continue to be inspired by 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 challenge each child into growing and developing as a leader who has a positive impact on those around them. 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. We will always be a small school but are in our final period of expansion as we move towards full student capacity (600 students, September 2027).

I worked at the academy as Assistant, Deputy and Acting Principal from September 2016 – August 2023 and was privileged to have been able 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 and challenge in recent years. We are now just over a year into our improvement journey, ensuring that we raise student outcomes through a focus on high aspirations, strong relationships and love for learning. Results improved in Summer 2025, but we have a lot of work to do to make the academy what we know it can be for our young people and to reach the outcomes that we know our students are capable of.

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.

If you would like to know more about Oasis Academy Silvertown, please visit our website https://www.oasisacademysilvertown.org/ and Instagram.

About you
We are looking to recruit a passionate, caring and hard-working educator to the key position of Teacher of Computer Science 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 interest and importance of computer science for young people in Newham. 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. We will be hosting visits on Friday 17 April from 1:30pm. Please email Zaynab.kadir@oasissilvertown.org if you would like to visit at this time.

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:

- <u>High aspirations</u> 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.

- <u>Love for learning</u> 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.

- <u>Strong relationships</u> 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: Teacher of Computer Science

RESPONSIBLE TO: Director of Maths and Computer Science

RESPONSIBLE FOR: Progress and achievement in taught computer science classes

GRADE: M1-6 (Inner London) plus Local Government Pensions Scheme

LOCATION: Silvertown, London

DISCLOSURE LEVEL: Enhanced

A. PROFESSIONAL AND PERSONAL CHARACTERISTICS

- Post holder will have a committed and wholehearted belief that all young People, regardless of starting point, need or complexity can make outstanding progress and reach 7-9 grades at GCSE and achieve 4 good A-levels.
- Post holder will have an optimistic and positive belief that all young People can constantly change and transform into confident, ambitious, honest, happy, hard-working, respectful citizens. More widely, a desire to be part of a team that is leading community transformation. Post holder will be committed to challenging the status quo.
- Post holder will instil in young People a belief in themselves about what is possible and will consistently act as an aspirational role model in all that they do.
- Post holder will fully include all children regardless of complexity, need or starting point. Post holder will be committed to including all aspects of a child's social, emotional and cultural development. Post holder will never isolate, exclude or disconnect a student or group of students.
- Post holder will be determined, hardworking and relentless in achieving the vision and instilling the values in our school.
- Post holder will be committed to instilling a sense of responsibility for helping our community and altruistically 'giving back' to our immediate, local, national and global communities.

B. JOB PURPOSE:

- To consistently teach high quality lessons which bring about excellent outcomes for students
- To run and lead extracurricular computer science activities and teams
- The post holder will be required to pastorally lead a Learning Coaching Group as their Learning Coach
- The post holder may be required to teach outside of their subject area as part of our Enrichment Curriculum (Music, Cookery, Art, Film etc)
- The post holder may be required to teach lessons outside of their subject area e.g. Science or Computer Science.

C. RESPONSIBILITIES:

Quality of Teaching and Learning

- To ensure your teaching secures good or outstanding outcomes for students
- To work in partnership with colleagues to develop curriculum and pedagogy through shared planning, instructional coaching and other subject specific training
- To ensure you are up to date with national and international curriculum developments in drama
- To fully participate in whole academy continued professional development to ensure outstanding outcomes for students.
- To be at the cutting edge of pedagogical research in order to influence and develop best practice here
- Seek opportunities to collaborate with other Academies, innovative and high achieving schools through the Oasis Community Learning and other relevant networks to share and develop excellent Pedagogies.
- To ensure that all students have opportunities to take part in high quality performances within and outside of the academy

Student Achievement and Attainment

- Evaluate student progress through frequent quizzing, GROW lessons, summative assessments and performances
- Give students regular feedback in order to ensure progression
- Ensure your quality of feedback is in line with Assessment for Learning policy
- Set, track, evaluate and report on individual student progress and groups of students towards their targets.
- Keep systematic records to show students' understanding and completion of work and the identified strengths, areas for development and grades awarded.
- Ensure a consistent and continuous focus on student achievement using data to track and monitor the progress in every student's learning.
- Evaluate student progress across specified areas of responsibility through the use of appropriate assessments and records and regular analysis of the data.
- Use national, local and Academy data effectively to analyse and evaluate student progress; planning and implementing effective interventions to support students. Use local and national statistical data and other information, in order to provide (a) a comparative baseline for evaluating learners' progress and attainment, (b) a means of judging the effectiveness of their teaching, and (c) a basis for improving teaching and learning

D. Safeguarding children and young People

Oasis 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.

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.

Signed:

Employee:		Line Manager:	
Print Name		Print Name	
Date		Date	

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 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	• First degree or 2:1 in related subject or subject knowledge booster course • Qualified Teacher Status	• Master's Degree
Vision and Values Alignment	• Commitment to the belief that all young People, regardless of starting point, need or complexity will become employed in a career with prospects • Wholehearted belief and commitment that 4-9 grades are achievable by all students with the correct culture, curriculum and intervention • Wholehearted belief that ability or intellect is not fixed, but incremental, and can always be improved	

	Essential	Desirable
Vision and Values Alignment	- Belief in the joy and importance of computer science for all students - Belief in the power of computer science for promoting social justice - Common shared understanding that the following core values are crucial to the success of a student: - Be Proud - Be Professional - Be Nice - Be Independent - Be Resilient	
Experience, Skills & Knowledge	- Evidence of teaching lessons at or above expected standard - Evidence of managing challenging behaviour successfully and implementing strategies to ensure a consistent approach to behaviour management is taken throughout a faculty - Experience of successful team membership - Experience of successfully contributing to aspects of whole school life	

	Essential	Desirable
Personal Qualities	- Drive, ambition and shared common moral purpose - Total commitment to the vision and values of the academy - Self-starter and self-motivated to lead and implement areas of the academy development in line with the strategic development plan - Excellent oral and written communication skills - Ability to be flexible and willingness to get involved in all aspects of academy life - Ability to organize workload, priorities, meet deadlines and follow tasks to successful conclusion - Ability to set and meet ambitious, challenging goals and targets - Ability to manage students firmly, fairly and effectively - Commitment to safeguarding and promoting the welfare of children and young People - Willingness to undergo appropriate checks, including enhanced CRB checks - Motivation to work with children and young People - Ability to form and maintain appropriate relationships and Personal boundaries with children and young People - Emotional resilience in working with challenging behaviors and attitudes to use of authority and maintaining discipline - Have a willingness to demonstrate commitment to	- Ability to anticipate problems and solve them creatively - Ability to review progress, procedures and policies to develop areas of which there is individual or shared responsibility

	the values and behaviors which flow from the Oasis ethos • Commitment to own continuing professional development	
Other	• Excellent Personal presentation • Optimism and ambition	