



Oasis academy
john williams



Oasis
Academy
John Williams



Teacher of English

Oasis Academy John Williams
(Bristol)



Exceptional Education at the Heart of the Community

Dear Colleague

Thank you for your interest in potentially joining Oasis Academy John Williams, a thriving and popular secondary school in South Bristol, as a teacher of English.

The successful applicant for this role will join our talented team of 7 specialist English teachers. Jude, our wonderful Head of English, will support your growth and development, whether you are new to our profession or someone with more experience. As an English teacher, you will have the opportunity to deliver across both Key Stages, inspiring our young people to learn and love studying English! Both English and English Literature are delivered at Key Stage 4

You also will be a Learning Mentor [Tutor] to our lovely young people, spending time with them daily and supporting them to thrive in both learning and life. We are proud of the relationships we develop with our students, and the Learning Mentor role is central to this!

I hope you find the information in the pack useful in making your decision as to whether to apply to join our team; it really is a unique opportunity! If you have any questions or wish to discuss the role further, please contact us via email [donna.sanders@oasisjohnwilliams.org] to arrange a telephone conversation or face to face meeting.

I look forward to hearing from you or receiving your application!

With very best wishes

A handwritten signature in black ink, appearing to read 'V. Boomer-Clark'.

Victoria Boomer-Clark

Executive Principal, Oasis Academy John Williams & Oasis Academy Daventry Road



Welcome to Oasis Academy John Williams

About Oasis Academy John Williams

Oasis Academy John Williams is a secondary academy in South Bristol which currently serves just over 880 young people. We are housed in a modern new build [opened in September 2010] with a host of subject specialist rooms and in December 2016 we further enhanced our facilities with a state of the art AstroTurf and tartan-running strip. The Academy is part of the Oasis South West Cluster which has three established secondary schools (John Williams, Brislington and Brighstowe) and two new schools who opened their doors to Year 7 students in September 2023 (Daventry Road and Temple Quarter). Our last Ofsted inspection was in 2023 where we were once again judged to be a 'Good' school.

Our student population is 84% White British, 15% SEN, 43% Disadvantaged and 32% FSM. We are proud to be the school of choice for so many in our local community and we have been heavily over-subscribed for several years. We have a strong, supportive staff team committed to raising standards for all our students. Our centrally planned and knowledge-rich curriculum is implemented through evidence-based T&L, rooted in the science of learning and principles of Rosenshine. You will be at the forefront of education technology through the Oasis Horizons project which includes the use of 32GB 8th generation Wi-Fi enabled iPads by all staff and students.

Effective Partnerships

Oasis Academy John Williams is outward looking and has engaged with a wide range of external partners, both within the Oasis family and beyond to ensure continued improvement and dynamic opportunities.

The Academy benefits from support from National Lead Practitioners both from within the South West cluster/region and further afield. The Academy is heavily involved in the local education system and works closely with all schools and Academies within the region.

As a Trust we care deeply for our staff, children and community and the development of all is at the heart of what we do. The Academy benefits from a large professional development offer which is associated with being part of one of the largest Multi-Academy Trusts in the UK

Why Work With Us?

- Centralized behaviour system
- Disruption free learning
- Weekly departmental co-planning sessions
- Coaching programme & personalized CPD
- Regular staff forum and staff social events
- Thoughtfully calendarized academic year
- Free access to fully equipped gym and sports facilities
- On-site parking



Staff Development

Staff training is a key aspect of the Academy. We provide an extensive professional development offer, which includes everyone being part of a coaching programme and the opportunity to access to the full range of National Professional Qualifications.

Within the cluster/region, staff benefit from the Regional Improvement Networks (RINs) which sees staff from the Secondary academies in region join together in subject or role specific teams to learn from one another. These sessions are often further supported by the extensive expertise available within and across the Trust. The enthusiastic and skilful staff team are bursting with potential.

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 and a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis Community Learning Ethos. Oasis Community Learning supports Equal Opportunities Employment.





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 54 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 from 30% to 88% 'Good' or better Ofsted judgements since 2014.

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



Over **30,000** students



54 academies



Over **5,000** staff

About Oasis

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 accelerate 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

Job Description

Post:	Teacher of English	Working Pattern:	Full Time or Part time Permanent
Location:	Oasis Academy John Williams, Petherton Road, Hengrove, Bristol BS14 9BU	Salary:	MPS 1-6/UPS 1-3

Job Purpose:

- To effectively implement the English curriculum, adapting lessons to meet the needs of all learners
- To be a Learning Mentor/Tutor, working to support our young people
- To inspire our young people to be the best they can be

Specific Responsibilities Teacher:

- To work closely alongside members of the English team to ensure effective delivery of the Oasis curriculum.
- To ensure lessons are adapted to meet the needs of the young people in each class.
- To work in collaboration with the SENDCo and Teaching Assistants to ensure that those students with SEND are supported effectively to make good progress.
- To set and maintain high expectations for student learning behaviour both in and outside the classroom, following and supporting the Academy's behaviour policy.
- To work in collaboration with Heads of Year and 360 Year Team Managers to ensure students remain engaged in their learning and make good progress.
- To maintain overall accountability for student outcomes and quality of education in your classes and ensure our young people achieve their personal best.
- To ensure key data is collected and entered onto the Academy MIS in good time and ensure the young people are effectively supported and prepared for assessments.
- To report on progress and attainment of students in line with the Academy's reporting policy.
- Ensure the effective use of iPads to support student learning in the classroom and at home
- To ensure effective use and maintenance of resources in order to deliver the curriculum efficiently and effectively.
- Creating an effective and stimulating learning environment for teaching and learning
- Ensuring a safe working and learning environment through application of appropriate risk assessments
- Ensuring effective development of students' literacy, numeracy and ICT skills within the subject(s) you teach.
- Contributing to the teaching of Citizenship and Careers Education within the subject(s) you teach.
- Contribute to ensuring the effective implementation of the Oasis Entitlement for all students including extra-curricular activities.
- To be an effective Learning Mentor/Tutor building strong relationships with students and parents/carers, promoting the importance of hard work, good attendance and punctuality.
- To engage with the coaching programme as a means to improve one's own teaching practice and support the development of others.
- Be a positive role model for staff and students alike.
- Be familiar with, support and reinforce the Academy's ethos and values with students, staff and parents/carers.
- The principal responsibilities and tasks as set out above are not intended to be exhaustive. The need for flexibility, accountability and team working is required. The post-holder is expected to carry out any other related duties that are within the employee's skills and abilities, commensurate with the post's grade and whenever reasonably instructed.

For more detail see Appendix A

Person Specification

Qualifications	<ul style="list-style-type: none">• Qualified Teacher Status• Degree qualification in relevant subject area
Experience	<ul style="list-style-type: none">• Experience of successfully teaching students in Key Stage 3 and 4
Personal Skills & Attributes	<ul style="list-style-type: none">• A genuine commitment to working with young people, and a desire to support them to thrive in learning and life• A high level of personal and professional integrity• A willingness to be both a giver and a receiver of feedback• A highly organised individual who can effectively prioritise tasks and use time efficiently• Flexibility, adaptability, resilience and a willingness to be involved with Academy life beyond formal lessons• The ability to bring simplicity to complex scenarios, communicating key messages effectively to a wide range of audiences• Enjoys engaging with wider reading and research related to education and learning• A commitment to continual personal learning and development• The ability to work effectively as part of a team

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

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.

Appendix A

It is a requirement of School Teachers Pay & Conditions Document (STPCD) that a TLR2 postholder has significant responsibility that is not required of all classroom teachers and that:

- is focused on teaching and learning;
- requires the exercise of a teacher's professional skills and judgement;
- requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum;
- has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils; and
- involves leading, developing and enhancing the teaching practice of other staff.

You should ensure high quality curriculum provision and effective teaching and learning within your curriculum area. In addition to carrying out the professional duties of a qualified teacher in accordance with the current School Teachers' Pay and Conditions document, the post holder, in consultation with the Head of School shall take the following responsibilities.

Specific Responsibilities:

A. Strategic Development

- Establishing and maintaining policies and practices which promote high achievement through effective teaching and learning
- 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 Head of School and other stakeholders on progress and plans
- Contributing to the Academy Improvement Plan and establishing an effective subject Improvement Planning Cycle to meet Academy strategic priorities.

B. Teaching and Learning

- Have overall responsibility for your TLR area academy wide, ensuring curriculum continuity, consistency and progression
- Ensuring the OCL Curriculum is delivered effectively across all lessons
- 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 (MER) cycle through lesson observations, feedback to teaching staff, work sampling, student voice and written reports to the Head of School as necessary
- Ensuring effective development of students' literacy, numeracy and ICT skills within the subject
- Contributing to the teaching of Citizenship and Careers Education within the subject area
- Developing the curriculum to meet the needs of all learners
- Map progress of students regularly against prior attainment and local and national norms and identify students at risk of underachieving

C. Leading and Managing Staff

- Assist in the smooth running of the Academy at all times, including being responsible with the other TLR holders for the Academy in the absence of senior leaders
- Lead regular meetings relevant to your TLR area

- Line managing all members of the team and providing effective support, challenge 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 subject leader within the Academy's PM policy to develop the professional effectiveness of colleagues
- Act as a role model and mentor to colleagues as appropriate and encourage collaboration, cooperation and teamwork
- Providing structured support and assessment for any ECTs to enable them to meet the relevant professional standards
- Working in collaboration with the SENDCo and Teaching Assistants to ensure that those students with SEND are supported effectively to make good progress
- Working in collaboration with Middle Leaders and 360 Year Team Managers to ensure students remain engaged in their learning and make good progress

D. Efficient and Effective Deployment of Staff and Resources

- Using appropriate resources for effective and efficient teaching and learning within the subject area
- Creating an effective and stimulating learning environment for teaching and learning
- Ensuring a safe working and learning environment through application of appropriate risk assessments

E. Teaching Commitment

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

F. 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.

To work to the best of your ability, to be diligent, honest and ethical in the performance of duties and to conduct personal and professional life in a way which seeks to uphold the Oasis Ethos and the Oasis 9 Habits:

- To effectively contribute to our organisational commitment to excellent education at the heart of our communities.
- To be aware of and understand our Equality and Diversity Policy and ensure at all times that the duties of the post are carried out in accordance with the Policy.
- To ensure compliance with all Health and Safety legislation and associated codes of practice and policies.
- Review and develop own professional practice, maintain effectiveness as a member of the academy staff by taking responsibility for own continuing professional development.
- Demonstrate a willingness to engage with further training and other opportunities to gain appropriate skills, knowledge and vocational or academic qualifications.

All teachers take an active role in the Academy's pastoral care of students and the post holder will be expected to fulfil the role of form tutor/learning mentor.



Dear Applicant

Thank you for your enquiry regarding the position of **Teacher of English** at Oasis Academy John Williams.

I hope you find the information pack helpful. If you feel that that this is a post for which you would like to apply, please complete the online application form by submitting your form directly through the eteach portal or by emailing it to Donna Sanders, HR Officer at **donna.sanders@oasisjohnwilliams.org**

The closing deadline for applications is **09:00am Monday, 26 February 2024**.

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

Interviews will be held on W/C **Monday, 04 March 2024**. If you have not been invited to attend by 28 February 2024 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.oasisacademyjohnwilliams.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 this post.

Yours sincerely

Donna Sanders

Donna Sanders
HR Lead

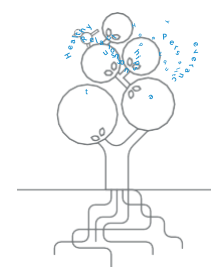
The Oasis Education Charter



Oasis Ethos

Our ethos is rooted in what we believe and who we are.

- We have a passion to include everyone
- We have a desire to treat everyone equally, respecting differences
- We have a commitment to healthy and open relationships
- We have a deep sense of hope that things can change and be transformed
- We persevere and keep going for the long haul



Oasis Learning

The purpose of education is to understand what it means to be human – living intentionally and asking two key questions: Who am I? Who am I becoming?

The foundation of our students' learning is made up of five integrated objectives

- We develop competence, striving for excellence in skills, knowledge and qualifications
- We foster character and self-belief and encourage our students and staff to become the best versions of themselves through the 9 Habits
- We embrace community, advocating the value of living interdependently with others
- We equip our students and staff to be engaged local and global citizens who strive for a better society
- We nurture and empower a life-long passion for learning in all the people we serve



Oasis People

As an interdependent family, we enjoy exceptional strength and opportunity.

- We believe that good relationships are at the heart of everything we do
- We support and encourage each other in championing the Oasis ethos
- We work, learn and develop together so that students and staff can share and benefit from everyone's best practice



Oasis Purpose

We work in partnership with our communities to transform lives, where everyone is included, can contribute and is able to reach their God-given potential. We deliver this through an Oasis Hub our model of integrated community development.

- We deliver education in the context of our Hubs
- We create a culture of excellence for all



Oasis Inclusion

Our vision is driven through a passion and commitment to include everyone.

- We believe our all our children and young people are precious; we prioritise social inclusion and integration in all we do
- We model and set high aspirations and expectations for every child and young person and member of staff
- We provide opportunities and experiences for all of our students, as well as their wider families, giving advantage to the disadvantaged



Oasis Curriculum

The curriculum is the heart of Oasis's educational provision.

- We make great learning the foundation of every lesson
- We design our curriculum to meet the needs of all
- We strive for personal as well as academic and vocational excellence, achieving outcomes that drive social mobility, and give everyone freedom of choice through their lives





Oasis Academy John Williams

Petherton Road, Hengrove,
Bristol BS14 9BU