

Teacher of English
Oasis Academy Daventry Road
(Bristol)



Exceptional Education at the Heart of the Community

Dear Colleague,

Thank you for your interest in the post of **Teacher of English** at Oasis Academy Daventry Road (OADR), a new secondary school in South Bristol. The community that we serve are excited to have a new school open directly within their community!

We opened in September 2023 to Year 7 students only and will grow year on year until we have 5 year groups and 900 young people. From September 2024 we will have Year 7 and Year 8 students. We are currently in temporary accommodation on the site of Oasis Academy John Williams (Petherton Road, Bristol) before we move to our brand new, state of the art, permanent home on Daventry Road, Bristol.

Alongside myself as Executive Principal and our Head of School, we will be working together to realise our ambition of providing an exceptional education at the heart of our local community. We will be leading and inspiring a high performing team and establishing the culture to ensure that all of our young people are equipped to be successful learners who are well placed and prepared to thrive in life.

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 kate.aldworth@oasisdaventryroad.org to arrange a telephone conversation or face to face meeting.

I look forward to hearing from you or to 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





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 from 30% to 88% ‘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 Daventry Road

About Oasis Academy Daventry Road

OADR is a new 11- 16, six forms of entry [180 students per year group] secondary school in South Bristol. The school opened in September 2023 for year 7 students only, initially taking students in Year 7 only, growing year on year with an eventual capacity of 900 young people. OADR opened in temporary accommodation in September 2023 and will move to our permanent site on Daventry Road, in a new, state of the art building in due course.

We are an inclusive Academy, committed to delivering first class education and playing an active role in the local community. OADR is in close proximity to 3 Oasis Primary Academies [Connaught, Marksbury Road & New Oak] and 2 Oasis Secondary Academies [John Williams & Brislington] and as such will benefit directly from close working partnerships and a supportive network.

Effective Partnerships

Oasis Academy Daventry Road 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.



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 skillful 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.



Teacher of English Job Description

Post:	Teacher of English	Responsible to:	Head of School
Location:	Oasis Academy Daventry Road, Bristol. <i>Initially in temporary accommodation on the site of Oasis Academy John Williams [BS14 9BU]</i>	Salary:	MPS 1-6/UPS 1-3
Working pattern:	Full time, permanent	Disclosure Level:	Enhanced

Job purpose:

- This job description specifically reflects the requirements of this post in a Start Up academy. The postholder is expected to recognise and respond to the evolving requirements of the Academy, which means from the outset of this role the postholder will be expected to play a significant part in the wider day to day running of the Academy within their directed time allocation. Through years 2 and 3, as student and staffing numbers increase, these academy-wide day to day responsibilities will be replaced by greater “subject specific” commitments.
- To ensure high quality curriculum provision and effective teaching, which promotes learning.
- To inspire our young people to be the best they can be.

In addition to carrying out the profession duties of a qualified teacher in accordance with the current School Teachers’ Pay and Conditions, the post shall, in consultation with the Head of School:

Specific Responsibilities:

- To work closely alongside the Associate Assistant Principal for Teaching and Learning and National Lead Practitioners 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 building strong relationships with students and parents/carers promoting the importance of 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.
- Undertake any other professional duties which are reasonably delegated to him/her by the Head of School.
- In addition, for the time OADR remains on temporary accommodation on the site of an existing school, Oasis Academy John Williams, there is an expectation that you may be asked to teach some lessons at this academy.

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 fulfill the role of form tutor/learning mentor.

Person Specification

Qualifications	<ul style="list-style-type: none">• Qualified Teacher Status• Degree qualification in relevant subject area
Experience	<p>Essential</p> <ul style="list-style-type: none">• Evidence of personal impact on student outcomes, achieved through consistently good teaching and effective use of data• A proven track record of developing positive and productive relationships with young people and adults• The ability to adapt lessons to meet the needs of a wide range of learners including those with SEND. <p>Desirable</p> <ul style="list-style-type: none">• Evidence of how wider reading has informed and improved your teaching• Working effectively as a form tutor• Experience of coaching as a tool to improve practice.• An understanding of the KS2 and/or post-16 curriculum in your subject area• Experience and/or willingness to teach other subjects
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• High expectations of themselves and of those they manage and for what their students can achieve• 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• A commitment to continual personal learning and development• The ability to work effectively as part of a team• The ability to form partnerships with external agencies and organisations that improve pupils educational experience• Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos

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.



Dear Applicant

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

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 Kate Aldworth, HR Lead at kate.aldworth@oasisdaventryroad.org

If you would like to arrange a telephone conversation or a face-to-face meeting with either Victoria Boomer-Clark or Simon Shaw (Acting Head of School), please contact me via the email address above

The closing deadline for applications is **9.00am Monday 4 March 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 **Wednesday 6 March**. If you have not been invited to attend by **Tuesday 5 March 2024** you should assume that your application has not been successful. Unfortunately, we cannot guarantee that we will 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.oasisacademydaventryroad.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

Kate Aldworth
HR Lead

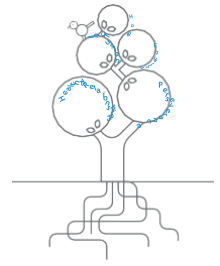
The Oasis Education Charter



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





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www.oasisacademydaventryroad.org