



Recruitment Information Pack

Teacher of Maths

Start Date: Easter 2022 or sooner

Closing date: Friday 21st January





All young people, regardless of starting point, will
‘Climb the STAIRS to Greatness’ at Oasis
Academy South Bank.

Through love, nurture and a rigorous academic
focus, Oasis Academy South Bank students will
ultimately be successfully and happily employed
in a career with prospects and become model
citizens.



Climb the STAIRS to Greatness



Thank you for your interest in the position of Teacher of Maths at Oasis Academy South Bank.

Our Academy opened in September 2013 with 120 students in Year 7 and has grown year on year with our Sixth Form opening in September 2018 and our founding cohort starting prestigious and exciting university courses last September. We are incredibly proud of everything we have achieved in the last six years; our well-rounded young people who are all in purposeful and challenging further education, some of the best GCSE results in the country and our Outstanding Ofsted report.

We are also hugely proud of our staff who are relentlessly hardworking, supportive of one another and passionately committed to securing the best possible life chances for the young people of Waterloo. This role is an exciting opportunity to join our team. It will require huge amounts of perseverance and a constant drive for innovative excellence. However, this role will also be incredibly rewarding and will offer exciting progression for the future.

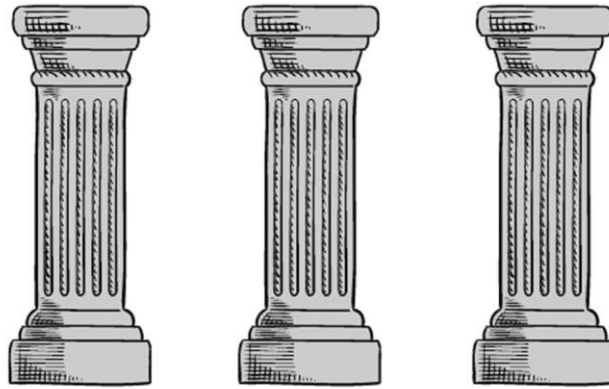
It is an exciting time to be joining our Maths department. We have had great success with our first two sets of GCSE results and our Maths team is at the heart of an exciting curriculum development project and you will be able to contribute to a shared Oasis curriculum taught across hundreds of schools to thousands of students.

Anna Rich

Anna Richardson - Principal



The three pillars of OASB staff culture



Warm and
strict

A Little Bit
Better
Every Day

Team Over
Individual



A little bit better every day

We firmly agree with Dylan William that “Every teacher needs to improve, not because they are not good enough, but because they can be even better”. We carefully cultivate a culture of continuous improvement for all staff using an instructional coaching model to make small, incremental changes in our practice.

Warm and Strict

We are united in our approach to behaviour management which means having the highest expectations for all students at all times borne out of our love and care for them and their families. We follow these rigorously and consistently, raising students up to meet our expectations rather than lowering the bar because we know that our students will be most successful in a calm, orderly school where teaching is free from disruption.

Team over Individual.

We recognise that our school is greater than its individual parts and know that we all need to pull in the same direction to have the maximum impact. We take every opportunity to celebrate each other’s successes and look out for and support our colleagues.

JOB DESCRIPTION

Teacher of Maths

Responsible to: Head of Faculty: Maths

Responsible for: Progress and
Achievement: Maths

Salary: Competitive

Disclosure Level: Enhanced



Our Vision in Maths

At Oasis academy South Bank, we celebrate the **importance of mathematics**. We want all our students to be able to **achieve their dream jobs**, access the **next level of their academic training** and have the mathematical skills necessary to **navigate through wider society**. Our students appreciate the role that mathematics plays in the wider world and we encourage their **curiosity and passion**. With these key goals in mind, our curriculum has been designed to both prepare students for **exam success** and give them the opportunity to enjoy the subject, **exposing them to its real-world applications**. In line with the OCL mathematics vision, our curriculum is designed to ensure our students **develop fluency in the fundamentals** of mathematics, **communicate and reason mathematically** and are resilient when facing **unknown problems**.

Mathematics is a **cumulative subject**, with later success depending on a strong understanding of basic principles. Our curriculum is designed with this at its core; **sequencing topics** to ensure the students' **knowledge can build gradually** and regularly **interleaving previous content** to allow for maximum retention. In year 7 we start by introducing topics such as **place value and order of operations** to ensure fluency with students' number work. We also teach a unit on time at the start of year 7, an **important life skill** that we know some of our students join without having. Later in the year we study **basic geometry, ratio, fractions and introduce algebra** for the first time. These are **essential building blocks** in the secondary mathematics curriculum, and this core knowledge is necessary for later success. Each year, students' **knowledge is built upon** with students only being exposed the most complex topics, that have many **prerequisites**, in later years. Students revisit all strands of mathematics - number, probability, geometry, ratio and proportion, algebra, and statistics every year, from year 8 to year 11, **gradually accumulating** more knowledge and skills.

We stretch students through **depth of understanding** as opposed to breadth of content, meaning students have true '**mastery**' of the mathematics. Talk tasks and discussion form a large part of our lessons, giving students the opportunity to **justify and argue mathematically**. We build resilient mathematicians who are **rich in knowledge** and confident in their application of it. Students are encouraged to **make connections** between different aspects of mathematics continuously, in all their lessons. All students at South Bank, regardless their starting point, experience both **success** and **challenge** in mathematics through carefully planned tasks and lessons, based on the principals of the science of learning.

A. Professional and Personal Characteristics

- S - Scholarship - 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 top grades at GCSE and achieve 3 good A-levels
- T - Transformation- 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
- A - Aspiration - 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.
- I - Inclusion - 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.
- R - Resilience - Post holder will be determined, hardworking and relentless in achieving the vision and instilling the values in our school.
- S - Social Responsibility- 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 teach consistently great lessons which bring about excellent outcomes for students
- To meet all the Core, Excellent and Advanced Skills Professional Standards for Teachers
- To pastorally lead a House Group as their House Coach and deliver daily sessions of literacy intervention.
- To contribute to the OASB Enrichment Curriculum by teaching outside of your curriculum area (e.g. Sport, Music, Cookery, Art, Film etc)

C. Responsibilities

Quality of Teaching and Learning

- To ensure your teaching is of a consistently high quality and your outcomes are exemplary and in line with KPIs
- To work in partnership with colleagues to ensure there is support in developing their knowledge, practice and skills
- To regularly observe and develop colleagues and act as a beacon of best pedagogical practice
- To ensure you are up to date with national and international curriculum developments
- To be at the cutting edge of pedagogical research in order to influence and develop best practice here
- To seek opportunities to collaborate with other academies, innovative and high achieving schools through Oasis Community Learning and other relevant networks to share and develop excellent pedagogies.

Student Achievement and Attainment

- Set challenging targets for your students that build on the prior attainment of every student and ensure our KPIs are met.
- Ensure your feedback in class and in books is in line with the OASB and Maths department feedback policies.
- Set, track, evaluate and report on individual and class group student progress.
- Keep systematic records to show students' understanding and completion of work and the identified strengths, areas for development and grades awarded.
- Support and help colleagues to improve their effectiveness by developing their understanding and use of student data and strategies to address underachievement.
- 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 through the use of appropriate assessments and records and regular analysis of the data.

Whole Academy Responsibility

- To assist the Principals in fulfilling the academy's vision and instilling the academy values in all that we do
- To assist the Principals in the implementation of the Self Evaluation Form and Academy Development Plan
- Any other responsibility as set out by the Principal

C. 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.

Person Specification

Teacher of Maths

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.

	Essential	Desirable
Qualifications	• Qualified Teacher Status / Desire to complete ITT training • First degree or 2:1 in related subject • Commitment to own continuing professional development	• 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 grades 9-7s 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 • Common shared understanding that the following core values are crucial to the success of a student: - o S-Scholarship - o T-Transformation - o A-Aspiration - o I-Inclusion - o R-Resilience - o S-Social Responsibility	
Experience, Skills & Knowledge	• Evidence of teaching high quality lessons over time • Evidence of significantly improving teaching and learning and examination results. • Evidence of managing challenging behaviour successfully and implementing strategies • Evidence of the ability, ambition and experience to develop and maintain a clear and vibrant vision for a curriculum area • Experience of successfully contributing to aspects of whole school life	• Experience of teaching at KS5
Personal Qualities	• Drive, ambition and shared common moral purpose • Total commitment to the vision and values of the academy	• Ability to anticipate problems and solve them creatively

	• Self-starter and self-motivated to lead and implement proactively areas of the academy development in line with the strategic development plan • Excellent people management skills and ability to motivate, support and challenge staff as appropriate • Excellent oral and written communication skills • Ability to be flexible and willingness to take on innovations and leadership out of the subject area • 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 DBS 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 behaviours and attitudes to use of authority and maintaining discipline • Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos.	• Ability to review progress, procedures and policies to develop areas of which there is individual or shared responsibility
Other	• Excellent personal presentation • Optimism and ambition	

Oasis Academy is committed to safeguarding and promoting the welfare of children and young people.

In order to meet this responsibility all candidates will be subjected to a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below. Please do not hesitate to contact the school if further detail is required.

Disclosure This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred. The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website.



Safer recruitment process

Interview Candidates will be subject to an in-depth, in-person interview and assessment, along with a telephone interview in some circumstances. At each stage of the process candidates will be asked to address any discrepancies, anomalies or gaps in their application form or arising from information gained at the previous stage of the recruitment process.

Reference checking References from the previous and current employers will be taken up for shortlisted candidates, before interview, and where necessary employers may be contacted to gather further information or address any discrepancies, anomalies or gaps in the reference provided.

Probation All new staff will be subject to a probation period (which may, in certain circumstances, be extended).

The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides Oasis Academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with pupils.

Equal Opportunities Oasis Academy is dedicated to providing equal opportunities and will monitor the recruitment process rigorously to ensure fair access and opportunity for all. Oasis Academy is committed to ensuring our workforce is reflective of our diverse student population and is therefore committed to increasing representation of staff of Black, Asian and Minority Ethnic backgrounds across all roles and at all levels.

JOIN OUR TEAM



recruitment@oasissouthbank.org


Ofsted
Outstanding
School

2014/2015