Oasis Academy: Isle of Sheppey

Teacher of Maths





Dear Applicant,

Thank you for your enquiry regarding the position of **Teacher of Maths** at Oasis Academy Isle of Sheppey. We are part of Oasis Community Learning www.oasiscommunitylearning.org which runs over 53 academies across the UK.

I hope you find the information pack helpful. If you would like to apply, please complete the Application Form and Equal Opportunities monitoring form and return to Ellie Harry, HR Officer, by either of the following ways:

Email: Recuitment.IOS@oasisisleofsheppey.org
Post: HR Officer
Oasis Academy, Isle of Sheppey
Minster Campus
Mister Road
Minster On Sea
ME12 3JQ

If you would like to discuss the post please contact myself Ellie Harry on 01795 873591 ext. 76254 or recruitment.ios@oasisisleofsheppey.org.
The closing deadline for applications is no later than **9am** on **Friday, 22 July 2022.**

We welcome early applications, and we reserve the right to interview upon receipt of an application.

Prior to interviews all candidates will be required to provide the name, address and status of two referees**,** one of whom should be your current Line Manager. Candidates should be aware we will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview.

If you would like to know more about us before you apply please see our website www.oasisacademyisleofsheppey.org and https://www.linkedin.com/company/oasis-academy-isle-of-sheppey, 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 rewarding post.

Yours sincerely,

Recruitment Team

About Oasis Academy Isle of Sheppey and the role

About the Role

We are seeking a talented teacher who can inspire and motivate all students. You will work to secure the highest standards across our academy. This is a fantastic opportunity for a dedicated and inspirational teacher.

Our Academy

Oasis Isle of Sheppey is a mixed, comprehensive academy serving the island community of Sheppey, with 1507 students on roll, 47% of whom are Pupil Premium and 5.6% EAL. Our multi-million-pound buildings boast an unparalleled range of facilities for all students in our secondary and sixth form phases. No matter what the subjects our young people choose we have the right settings and resources to give them support and resources they need to succeed and to achieve their ambitions.

Job purpose

- To ensure students learn and develop effectively
- To ensure every student has a successful and enjoyable educational experience.
- To contribute to the planning of programmes of study and lessons.
- To demonstrate your passion for the subject toward your student audience.
- To develop strategies in order for students to make the progress they are capable of.

Our offer to you:

- A positive environment with colleagues who care
- You will be given a mentor to help you settle into your new role and help you develop your practice
- The opportunity to continually develop yourself through a variety of training routes
- Access to reduced workload through the Oasis curriculum resource bank
- Access to free counselling services and specialist wellbeing resources
- Energised students ready to be moulded
- Relocation package considered on an individual basis
- Retention package between £500-£5,000 per annum for up to 3 years, offered on an individual basis









About Oasis Community Learning

The vision of Oasis Academies is to create both outstanding schools and community hubs. As well as delivering first-class and innovative education, Oasis builds 'Hubs' in the area it works in; creating safe and inspiring local neighbourhoods that provide integrated and diverse services to benefit the whole person and the whole community.

Oasis Community Learning seek to create and sustain networks of excellent learning communities working in the context of the Oasis Ethos where every student can reach their full potential. Oasis believes this can be achieved through clear leadership, outstanding staff, a positive and affirming environment, strong partnership between students, parents/carers and the local community, along with the wider national and international links the Oasis' global operations create.

Our ethos is an expression of our character- it is a statement of who we are and therefore a lens though which we assess all we do. The work of Oasis Community Learning is motivated and inspired by the life, message and example of Christ. This is encapsulated by the following five statements:

- 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

The full Education Charter explains how our ethos impacts in Oasis Academies and can be found on www.oasiscommunitylearning.org

Letter form the Executive Principal

Welcome to the Oasis Academy Isle of Sheppey,

I am delighted you are considering this exciting opportunity to transform lives here on the Isle of Sheppey.

You would be joining myself and my dedicated Staffing team who are committed to making the Academy a success. I am incredibly passionate about offering the very best opportunities we can for the young people on and off the island.

This is an opportunity for you to greatly impact the quality of teaching at the Academy during a very exciting time. The Trust, Oasis Community Learning, are dedicated to offer support, guidance, and challenge to make the academy the place it can truly become.

I lead a very dedicated team of happy staff who work tirelessly to provide our young people with the opportunities, guidance, and support to excel no matter what their chosen pathways may be. It is our ambition that all students make exceptional progress from their starting point in a safe and happy learning environment and leave confident that they will succeed in their life after school.

We understand and value the community and we are proud to be a part of the Isle of Sheppey. We have a strong set of values and this helps create a culture we are all proud to be part of.

I am dedicated to working with you and to support you to fulfil any of your aspirations. I hope the information pack provided provides you with the details and understanding needed to make an application and I look forward to receiving this.

Mr A S Booth
Executive Principal

Job Description

POST:
Teacher

ACCOUNTABLE TO:
Faculty Leader

GRADE:
UPS, MPS, UPS

KEY RELATIONSHIPS:
Principal and Academy Leadership Team; relevant teaching and other associated staff; other associated staff; LA representatives; partner professionals; parents; local community; Oasis Academy Hub; other Oasis Academies and Oasis Community Learning central staff.

LOCATION:
Oasis Academy Isle of Sheppey Minster Rd, Minster on Sea, Sheerness ME12 3JQ & Marine Parade, Sheerness ME12 2BE

WORKING PATTERN:
Full-time and as described in the School Teachers' Pay and Conditions document

JOB PURPOSE:

- To ensure students learn and develop effectively
- To ensure every student has a successful and enjoyable educational experience.
- To contribute to the planning of programmes of study and lessons.
- To demonstrate your passion for the subject you are responsible for toward your student audience.
- To develop strategies in order for students to make the progress they are capable.

AREAS OF ACCOUNTABILITY:

You are required to:

• Carry out the duties of a school teacher as set out in the Pay and Conditions Document 2009 and subject to any amendments due to Government legislation. This includes any duties as may be reasonable directed by the Executive Principal (or any others who delegate respectively).

• Uphold the school's principles and policies which underpin good practice and the raising of standards.

• Demonstrate a thorough and up-to-date knowledge of the teaching of your subject and take account of wider curriculum developments which are relevant to your work. • Consistently and effectively plan lessons and sequences of lessons to meet pupils' individual learning needs.

• Consistently and effectively use a range of appropriate strategies for teaching and classroom management.

• Consistently and effectively use information about prior attainment to set well-grounded expectations for pupils and monitor progress to give clear and constructive feedback.

• Demonstrate that, as a result of your teaching, your pupils achieve well relative to the pupils' prior attainment.

• Take responsibility for your professional development and use the outcomes to improve your teaching and pupils' learning.

• Make an active contribution to the policies and aspirations of the school

NB: The post holder will be expected to fulfill their duties in such a way as to Safeguard and promote the welfare of Academy students.

Teacher
Person Specification

Teacher - Person Specification

Our Purpose

Oasis Academies exists 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.

For further information, please refer to the Education Charter document which accompanies this job description.

	Essential	**Desirable**
Qualifications	• Degree standard qualification as a minimum • Relevant knowledge of teaching specifications	• QTS
Experience, Skills and Knowledge	• Excellent communication skills • Ability to adapt to different situations	• Previous experience in teaching
Personal Qualities	• 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.	

The Oasis Education Charter

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.

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.

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.

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.

Inclusion
Our vision is driven through a passion and commitment to include everyone.
• We believe 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 our students, as well as their wider families, giving advantage to the disadvantaged.

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

A number of reference documents support the Oasis Education Charter and are available on www.oasiscommunitylearning.

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 (Sections A & B). CVs will not be accepted in place of a completed Application Form.

Safeguarding Children & 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 Disclosure and Barring 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 Disclosure and Barring check 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 particular experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

For Academy based positions, in addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- 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
- Attitudes to use of authority and maintaining discipline.

Conditional Offer: Pre-Employment Checks

Any offer to a successful candidate will be conditional upon: -

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity and qualifications
- Vetting and Barring Checks
- Satisfactory Disclosure and Barring check
- Verification of professional status such as QTS Status, NPQH (where required)
- Satisfactory completion of a Health Assessment
- Satisfactory completion of the probationary period.
- Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as may be required in accordance with statutory guidance

For teaching posts

- Verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999)
- Verification of medical fitness in accordance with DFE Circular 4/99 Physical and Mental Fitness to Teach of Teachers and Entrants to Initial Teacher Training

You should be aware that provision of false information is an offence and could result in your application being rejected or summary dismissal if you have been selected, as well as possible referral to the police and/or ISA and/or other relevant investigating bodies.