



Oasis Community Learning Teacher Recruitment Brochure

With over 80% of our academies 'Good' or 'Outstanding' we are providing
"Exceptional Education at the Heart of the Community"



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A warm welcome

Thank you for your interest in joining the Oasis Community Learning (OCL) family. We are looking for talented [teachers/leaders/support staff], who share in our vision and values, to join our team.

It is our vision that every young person in our academies reaches their potential, no matter what their starting point and leaves us with an aspirational, fulfilled and prosperous future ahead of them. We are at an exciting time for our organisation. In 2020 we introduced the OCL One Plan, uniting all areas of our organisation to achieve our mission by providing clear direction for the next five years, and a new entitlement for every child. One of these entitlements is access to online learning wherever you are; each student in Oasis will receive an iPad to use at school or at home. Together, we will provide our young people with the opportunities that they deserve to realise their potential.

Our people are our most important resource and our catalyst for change. Are you the one to help us do this?

We hope that you find everything you need in this brochure, and welcome you to get in touch with the academy you are applying for with any questions you may have.

John Murphy

CEO, Oasis Community Learning



About Oasis Community Learning

Oasis Community Learning is one of the largest trusts in the UK and has a vision to create 'exceptional education at the heart of community.' We are a family of 52 academies: 31 primary, 18 secondary and 3 all through.

We specialise in working in socially deprived communities, and we have intentionally positioned our education services within some of the most challenging and disadvantaged communities in the country. Over 80% of our academies are now rated as Good or Outstanding. In keeping with our vision of community, each academy offers a wide range of integrated and holistic provision to both our students and the local community through its Hub strategy.



Our offer to you

There are a number of offers that you will receive when you join the Oasis family that makes us stand out as an employer of choice. These include curriculum development and support networks designed to innovate teaching and reduce workload, clear progression paths, comprehensive CPD packages, and opportunities to create change.

Clear career progression opportunities

As a large trust, we are able to provide clear career progression opportunities from NQT, through to middle leader, senior leader, Principal and Regional Director roles. In partnership with external providers, we provide accredited and bespoke training programmes including the NPQML, NPQSL and the NPQH. We also work closely with the Ambition Institute to deliver high quality CPD in pedagogy, behaviour management and curriculum development.



**Ambition
School
Leadership**

Curriculum development and reduced workload

Our NLPs and National Curriculum Leads have worked hard to create the Oasis Curriculum; a comprehensive set of lesson plans and materials for all subjects currently taught at secondary phase. By the end of 2020 we plan to have our primary curriculum ready too. Your time as a teacher is valuable, and we hope that this will support you with managing your workload and work-life balance.

Trust-wide opportunities for you to make a difference

There are a wide range of opportunities for teachers to support and play a key role in trust wide initiatives. This can be through:

- Pioneering new systems and approaches, based on current educational research – being at the cutting edge of educational thinking and development.
- Transferring between academies to support academy improvement or to gain additional experience in preparation for promotion.

- Leading a Regional Improvement Network for your subject or year group.
- Becoming one of our NLPs or National Curriculum Leads.
- Joining strategy groups to develop best practice (e.g. Assessment, SEND, Early Years, Equality and Diversity, Safeguarding).
- Becoming a middle and/or senior leader in our Trust.

Support and sharing best practice

As part of a regional family of Oasis academies, you will enjoy the support and challenge of your peers within the region as well as from across the trust:

- **National Lead Practitioners (NLPs):** NLPs are highly effective teachers who are released from their own academy for 1.5 days a week to design curriculum and promote best practice in academies across the trust. As part of Oasis you will have the opportunity to become an NLP.
- **Regional Improvement Networks (RINs):** Networks exist to share effective practice, moderate students' work, raise standards, collaborate, undertake training, reduce workload, and give opportunities for leadership.
- **Assessment:** Our NLPs have developed year group assessments in secondary and through a unified approach to exam boards we are able to work together to promote highly effective teaching strategies to secure the best outcomes for our students. For primary we have whole phase assessment systems to track achievement in every cohort in each academy.
- **Best Practice Directory:** Through our intranet we have numerous strands of best practice that academies can access.
- **Oasis Teaching School:** We have a Teaching School based at Oasis Academy Limeside in Oldham, Manchester, which acts as a source of best practice CPD.
- **Conferences:** We hold CPD conferences across the UK to share best practice and pedagogy - regionally and nationally. These are enhanced through support from our NLPs.

More information about our NLPs and best practice is available in our Video Gallery on our [website](#).

Our curriculum

In line with the Oasis Education Charter, the curriculum is the heart of our academy's educational provision. Through this and our commitment to an exceptional climate for learning and great pedagogy, we make learning the foundation of every lesson. We have designed our curriculum to meet the needs of all, striving for personal as well as academic and vocational excellence.

We know that the development of character does not happen by chance but by purpose and intention: it is therefore an explicit part of our curriculum. We work

hard at preparing our students to be the best version of themselves, today and in their futures.

Our curriculum is highly effective. In order to ensure that all our students receive the best, broad and exciting lessons and to make teachers' workload manageable, we have designed the Oasis Curriculum for all secondary subject areas. Led by our National Curriculum Leads, by the end of the academic year 2019-2020 we plan to have this extended into the primary phase, so that children from age 2 to 18 have the very best possible curriculum entitlement.

The Oasis ethos

Our ethos is a part of everything we do. We are looking for 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

Putting the community into Oasis Community Learning: Oasis Hubs

Developing and running Hubs is core to the global purpose of Oasis and vision for healthy communities. To this end, our staff are committed to working in an inclusive, integrated and empowering way so that all people experience wholeness and wellbeing. We want to see local communities that are characterised by trust, safety, cohesion, mutual support, vibrancy, health and opportunity, as well as increasing capacity to address their own issues. We want to see those who are excluded brought back into the community to share the experience of wholeness and wellbeing.

Each Oasis academy is part of an Oasis Hub that responds to the needs of the local community through many different forms of outreach. Our united goal is to see the entire community transformed for the better.



Hear from our staff

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Oasis promotes an ethos which mirrors my own it is this ethos and inclusivity that first drew me to the MAT. I joined Oasis Academy Lister Park in 2014 as a teacher of ICT. The support, guidance and CPD I received prepared me for my role today.

I am now in my fifth year and currently undertaking a secondment to the leadership team as an Associate Assistant Principal for Post 16 Achievement and Standards. Oasis has supported my career by providing opportunities for progression and developing my teaching and leadership practice.

I have been able to take advantage of working with and being supported by talented colleagues within OALP and from other Oasis academies through regional networks. I have had opportunities to further progress in my practice by attending suitable training courses and given the chance to complete National Professional Qualifications.

Working with Oasis allows us to make a difference to students from various backgrounds and together we strive, every day, to transform lives and communities.”

Maryam Mahmood

Associate Assistant Principal Post-16 Achievements and Standards (secondment), Curriculum Leader ICT & Teacher in charge of Cyber Safety, Oasis Academy Lister Park



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I owe a huge amount of gratitude to Oasis as an organisation. The organisation and the great leaders within it, have promised to support my development as a young aspiring leader. The opportunities that have been gifted to me have been second to none. Since being at Oasis I have been successful in landing my Middle Leadership Qualification with the National College and have since completed my National Qualification in Senior Leadership. The professional development that Oasis has offered to me through my personal performance has most certainly helped in securing my biggest professional accomplishment – Assistant Principal.

Through sheer hard work, perseverance and high levels of commitment, I have been honoured in helping a significant number of Oasis students have greater opportunities in life, regardless of their socio-economic starting points and backgrounds. I am supported with this mission via the inclusive ethos Oasis Community Learning as an organisation adopts. Oasis is a caring environment that parents choose to send their children to and one that I'm proud to be a part of as a member of staff.”

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Lewis Gundry

Assistant Principal, Oasis Academy Lord's Hill





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In 2015, I joined Oasis as a primary school teacher at Oasis Academy Blakenhale Junior in Birmingham. At the time, I had only recently qualified but even with my limited experience in schools, I could tell immediately that this school was different to any I'd been in before; it was the atmosphere that really drew me in. The pupils and the staff created such a buzz around the school and I knew that I had found the positive atmosphere I was looking to work in.

Being an NQT is a nerve-wracking experience but my colleagues were welcoming and supportive, which made the transition far easier than I anticipated. The staff were extremely motivated because it felt as though everything that we were doing within the school was to benefit the pupils we taught and the community we serve. Before working for Oasis, I had underappreciated the importance of engaging the community in a school's everyday life. I discovered that part of the positive atmosphere that I loved about the school came from the fact that it felt as though it was at the heart of the community.

Furthermore, the connections and links that we share with nearby Oasis schools are unique and enhance the experience of teaching in an Oasis school. In addition to meeting up with fellow Oasis teachers once a year at a Regional Conference, we also have other opportunities to interact and share ideas and resources. The support and knowledge that I gain from these sessions is invaluable and has certainly improved my teaching practice. I will soon be starting my fifth year teaching within Oasis and my feelings remain exactly the same – this is the place for me!

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Kathryn Stewart

Year 6 Teacher, Oasis Academy Blakenhale Junior

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In 2013, I joined Hobmoor at a time when it was transitioning into an Oasis Academy. Steve Chalke, founder of Oasis, explained why he started this charity and shared his vision which didn't just stop at providing schools with an amazing education system, but much more than that. It dawned on me that this is an organisation that has transformation and empowerment at its core. After hearing Oasis' mission statement, I immediately felt a connection with their values and ethos.

Last year I worked in a school that was not part of the Oasis trust, where I had realised that there was something missing - the Oasis family. At Oasis, we create relationships for the long haul and these relationships help form a wider network and stronger systems between all academies. We share success stories and celebrate each other's achievements. When I returned to Oasis and started at Oasis Academy Boulton, that missing link was pieced back together.

Oasis believes in developing leaders and building on your strengths in order to help others. At Boulton, I have been given the opportunity to push myself and develop as a leader through the NPQSL course, along with developing a Science curriculum with other leaders. Oasis invest in you and that investment truly pays off when you feel empowered in the subject that you lead.

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Aysha Sultana

Year 6 Teacher, Oasis Academy Boulton



The Oasis Education Charter

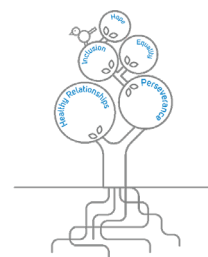


The Oasis Education Charter is who we are, how we are distinctive and the entitlement we provide for our children and their communities.

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 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





www.oasiscommunitylearning.org
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For updates on our trust and upcoming vacancies follow us on:



@OasisAcademies



/OasisCommunityLearning

