



# Oasis Community Learning Support Staff 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 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. 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 Murhpy, CEO

[www.oasiscommunitylearning.org](http://www.oasiscommunitylearning.org)  
[@OasisAcademies](https://twitter.com/OasisAcademies)

## 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.





# What we offer our staff

When you join Oasis Community Learning, you become part of something special. You become part of an organisation dedicated to transforming lives and communities. But we want to ensure that our staff are cared for and happy in their work place too, feeling challenged and valued. We therefore offer the following benefits:

## Become a part of something bigger

The Oasis Services enable our teachers and school leaders to deliver exception education in our communities. Providing wide reaching and varied support services to our academies (Compliance, Communications, Finance, Governance, IT, People Directorate, Project Management, and Property and Estates) means that whatever your specialism, we will have an opportunity for you to be part of a wide web of professionals.

Whatever your role, wherever you are based, as a member of the Oasis family you are a role model for our young people. You are a person of character and competence, committed to being your best so that our students might aspire to become their best too. There is even opportunities within local Hubs to contribute and volunteer within our communities.

## Clear career progression opportunities

As a large multi-academy trust, we are able to provide career progression opportunities, whichever function or service you are a part of, from entry-level to Director. You will be provided with opportunities for training and development, including Oasis's bespoke leadership development course.



## Additional Benefits

Please see below a list of the additional benefits you can have as part of the Oasis support staff.

### A Competitive Salary

We offer competitive salaries across our support staff services.

### Flexible Working

We offer flexible working to our employees, to help them balance their work and home life.

### Defined Benefit Pension Scheme(s)

All employees have the opportunity to be part of the Local Government Average Salary (LGPS) Pension Scheme.

- It is a Defined Benefit Scheme Benefits build up at a set rate of LGPS 1/49 (e.g. £20k salary/year/49 = £408.16 pension)
- Life cover - you get life cover of 3x pensionable pay
- Lower tax
- Survivor benefits and
- Ill health cover



### Generous Holiday Allowance

When you join Oasis you receive 25 days annual leave in the first instance, plus bank holidays. This then rises to 30 days after 2 years of service, plus bank holidays.

### Expenses and Travel Costs

We remunerate our staff for incurred expenses and travel costs when asked to work outside of the normal school environment. This is in line with our Staff Expense Policy.

### Free Counselling Service

As an employee of Oasis you will have access to a free confidential counselling service.

### Free Eye Tests

Staff at Oasis are entitled to eye-care vouchers, with a free eye test and money off standard glasses should there be a need.



## 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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Our role as site team is to make sure the building is safe and secure, and to make sure teachers, students, and everyone that attend the facilities can have a great experience.

Oasis 9 habits are one of the things that fascinated me since I joined Oasis in 2018, they are what shapes whole the organisation. And I could see them not just written in the wall but also in the member staff and in the students.

Joining us as site staff you will have a great opportunity to work with an excellent team, as I do, exchanging experience with site team of other Oasis Academies, and benefit of wellbeing programme.

We as a team, we love what we do and we look after one another.

”

*McKenzie Gomez*

Site Facilities Assistant, Oasis Academy Oldham



“

I joined Oasis Community Learning as a career changer. I was working as a practitioner in the NHS, and wanted to take a break from that but still work for an organisation where I felt I was helping others. This was in 2015 and I am still here! The most important thing for me was working for an organisation that was welcoming, friendly and had a good culture. My work-life balance is great, and I love my team. I am also part of the social committee organising local events for our colleagues throughout the year.

Oasis has given me the flexibility to learn and develop, shaping my career in the direction that I want to take it. I started in recruitment marketing, working within the People Directorate. I then moved into the Communications team, and progressively took on more responsibility towards my role into management.

One of my favourite accomplishments has been project managing the Oasis National Student Awards. It is a bi-annual event where around 800 of our staff and students get together to celebrate our young people and their development academically and personally. There is professional entertainment, a 3-course meal and awards/medals given out. It really does remind you that you are part of something special.

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*Hannah Skinner*  
Digital/Brand Manager





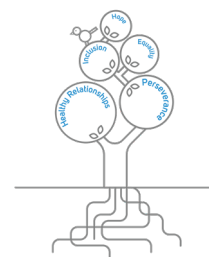
# The Oasis Education Charter

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.

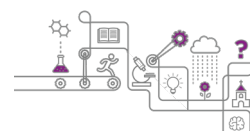
- We believe all our children and young people are precious; we prioritise social inclusion and integration in all we do
- We model and set high aspirations and expectations for every child and young person and member of staff
- We provide opportunities and experiences for all of our students, as well 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](http://www.oasiscommunitylearning.org)  
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For updates on our trust and upcoming vacancies follow us on:



@OasisAcademies



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