



Oasis Community Learning Teaching Assistant 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
[@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

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. Whilst we will list the national benefits below, there may also be local incentives at each academy that will be a part of your day-to-day life. This may include social groups, health and fitness groups or further CPD.

Our Classrooms, Teachers and Students

Our classrooms, teachers and students are a real credit to Oasis and the vision we hope to achieve. We work together as a family, uplifting the Oasis ethos and sharing one goal.

We can provide:

- A high quality induction process
- Teachers who are welcoming, forward thinking, supportive and up to date in their teaching strategies
- Teachers who value the targeted support from Teaching Assistants
- Opportunities for Teaching Assistants to use their initiative and build effective relationships with students
- Opportunities for Teaching Assistants to learn from each other and share their most effective strategies
- A strong sense of “team” from the staff in each academy – “we are working together so that students can make the most effective progress possible”
- Opportunities to use your particular skills in the academy
- A workload that is realistic in the time that you are paid for
- Students who are well behaved and keen to learn
- Students who respect and value support from Teaching Assistants
- Colourful, attractive, well cared for classrooms
- Good levels of resource provision

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:

CPD for Teaching Assistants: well-structured training based on the needs of Teaching Assistants in each academy.

Regional Improvement Networks (RINs): the aim of the RIN is to share effective practice, moderate student’s work, raise standards, collaborate, undertake training, reduce workload, give opportunities for leadership and improve consistency in practice across the MAT. Teaching Assistants are welcome to attend the RINs.

Best Practice Directory: Through our intranet we have numerous strands of best practice that teaching assistants can access, evaluate their practice against and add to.

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 support every year. These consist of regional and national conferences.



Read on to find out more about our other staff benefits.

What we offer our staff

Benefits beyond the Classroom

As well as the support and opportunities given to our Teaching Assistants in the classroom, we have a very strong benefit scheme, offered to each of our support staff members.

A Competitive Salary

We offer competitive salaries for our Teaching Assistants across the country

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

As Teaching Assistants, you will be working term-time only and will therefore have each school holiday off of work.

Flexible Working

Many of our academies offer flexible working to their employees. Please consult with the academy you are applying for to find out what they can do for you.

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

“

My journey at Oasis Academy Lister Park started as a part time Administrative Assistant when I left college and was unsure what I wanted to do next. My initial plan was to work for a year while I decided. During my time as a part-time Administrative assistant I was asked if I would like to withdraw students from lessons for guided reading alongside my admin role which I thoroughly enjoyed and began a passion of working with young people. From there I started to support lessons which developed into a full time role.

A few years later I was then successful in obtaining a Higher Level Teaching Assistant role with a responsibility for literacy. This developed into teaching additional English lessons to a group of students. I was then given the opportunity to teach English on a full-time basis.

My journey with Oasis Academy Lister Park has been an amazing one, and I am truly grateful for all the opportunities they have given me to grow, not just as a member of staff but as part of the family. Oasis' values are embedded as part of my life, not just my professional role.

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Stephanie Waugh

Unqualified Teacher, English/
Accelerated Reader and KS3
Catch-up Coordinator, Oasis
Academy Lister Park



The Oasis Education Charter

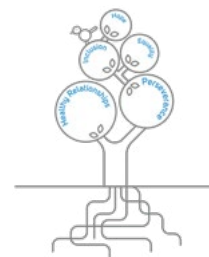


The Oasis Education Charter is who we are, how we are distinctive and the entitlement we provide for our children and their communities.

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.

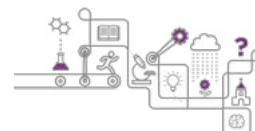
- We believe all our children and young people are precious; we prioritise social inclusion and integration in all we do
- We model and set high aspirations and expectations for every child and young person and member of staff
- We provide opportunities and experiences for all of our students, as well 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



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



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



@OasisAcademies



/OasisCommunityLearning

