



Teaching Assistant
Oasis Academy Daventry Road
(Bristol)



Exceptional Education at the Heart of the Community

Dear Colleague

Thank you for your interest in this important role at Oasis Academy Daventry Road (OADR).

Our School

We are a new secondary school in South Bristol. We opened in September 2023 to Year 7 students only and will grow year on year until we have 5-year groups and 900 young people. From September 2024 we will have Year 7 and Year 8 students. We are currently in temporary accommodation on the site of Oasis Academy John Williams (Petherton Road, Bristol) before we move to our brand new, state of the art, permanent home on Daventry Road, Bristol.

Our Community

We predominantly serve the Knowle, Knowle West and Filwood areas of South Bristol. Our community campaigned for many years to have a local school for their children and are deeply committed and passionate in their support for us. We are proud to be a truly comprehensive school. Some of the areas we serve are among the most disadvantaged in the city. 52% of our students receive Free School Meals. 24% have SEND. A majority are from a White British background. Our students are very proud of their school. They behave well, are keen to learn and embrace the wider life of the school. A vast majority of our students are involved in student leadership and/or our extra-curricular offer (Period 6).

Our Values

We strive to be a school that is very much the heart of the community where everyone associated with us is proud to call 'their school'. Each child who walks through our doors must leave equipped with the capacity to thrive in the wider world and contribute positively to it. Every young person deserves to realise the very best version of themselves regardless of socio-economic background, gender, ethnicity, educational need, or any other historical 'barrier' to achieving this. We will provide the boundaries, support, opportunities, and inspirational learning required to facilitate this. Our values of being 'considerate', 'ambitious' and 'ready to learn' drive everything we do in our day-to-day actions and strategic planning.

What we offer

You will be joining an extremely talented and highly committed staff team. We all care deeply about our students and the school, determined to deliver the very best for our community. The school follows the OCL curriculum – centrally planned by subject experts within the trust, to be adapted to meet the needs of our students. You will benefit from regular CPD delivered within

the academy, as part of a local cluster and nationally by the OCL learning and development team. Being part of a relatively large trust presents opportunities to learn from others as well as clear routes of career progression for both teaching and support staff. Succession planning and career development are very much at the forefront of our thinking, ensuring that you get the chance to develop your skills and/or be well-placed for the next step in your career. Above all, OADR is an exciting and pleasant place to work. Morale is high amongst staff and your well-being will always be a priority. Perhaps above all, we offer you the chance to grow with the school and play an active role in shaping its future.

What we are looking for

Quite simply, we want someone who shares our values and vision for delivering exceptional education at the heart of the community. Someone who is hard-working, driven and willing to continually learn/develop. We want an individual who will complement and enhance our existing team with their skills and personality.

OADR is a great place to work and is in the early stages of building a really special school community which will be truly transformational. We hope that you feel inspired to join us on that journey.

We welcome visits and/or informal conversations ahead of any application. If you wish to arrange one, or have any other questions, please contact recruitment@oasisdaventryroad.org and one of the team will be in contact.

I look forward to receiving your application. Good luck!

A handwritten signature in black ink, which appears to be 'Simon Shaw'. The signature is written in a cursive style with a large loop at the end.

Simon Shaw
Head of School



About Oasis

For over a decade Oasis Community Learning has been helping children and young people reach and realise their potential.

Born out of the Oasis global charity, previously established in 1985 by Rev. Steve Chalke MBE, our first Academy opened in 2007. It was Steve's vision to open a school that was inclusive of all and provided opportunity for the whole community. Since then we have grown as a family into 52 academies spread across the UK, each part of a developing community Hub. We are proud to be one of the largest Multi-Academy Trusts in the UK.

We work in some of the most socially disadvantaged areas, and believe passionately in each of the communities we serve. We know them to be places of great potential and are committed to their continual positive transformation.

You will be joining our family at a very exciting time for Oasis Community Learning (OCL) – our sustained improvement rate has risen from 30% to 88% 'Good' or better Ofsted judgements since 2014.

To learn more please about Oasis Community Learning visit – www.oasiscommunitylearning.org



Over **30,000** pupils



Over **5,000** staff



52 academies

Oasis' Vision

The over-arching vision of Oasis is for community – a place where everyone is included, making a contribution and reaching their God-given potential. As well as delivering first-class, innovative education, Oasis seeks to build a 'Hub' in each of the areas where we work; creating safe and inspiring local neighbourhoods that provide integrated and diverse services to benefit the whole person and the whole community.

Within the context of Oasis' overall vision, is to create **'Exceptional Education at the Heart of the Community.'**

Oasis understands the complex responsibilities of education through the lens of character, competence and community. These principles are intentionally developed and embedded in all of our academies.

Together, Oasis staff aspire to:

- Create safe, stimulating learning environments
- Increase progress and attainment above national averages
- Provide teaching quality which secures good and accelerated progress for all students



The Oasis Ethos

Our ethos is the lens through which we view everything. At Oasis we look to employ 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

Compassionate	Patient	Humble
Joyful	Honest	Hopeful
Considerate	Forgiving	Self-controlled

Welcome to Oasis Academy Daventry Road

About Oasis Academy Daventry Road

OADR is a new 11- 16, six forms of entry [180 students per year group] secondary school in South Bristol. The school opened in September 2023 for year 7 students only, initially taking students in Year 7 only, growing year on year with an eventual capacity of 900 young people. OADR opened in temporary accommodation in September 2023 and will move to our permanent site on Daventry Road, in a new, state of the art building in due course

We are an inclusive Academy, committed to delivering first class education and playing an active role in the local community. OADR is in close proximity to 3 Oasis Primary Academies [Connaught, Marksbury Road & New Oak] and 2 Oasis Secondary Academies [John Williams & Brislington] and as such will benefit directly from close working partnerships and a supportive network.

Effective Partnerships

Oasis Academy Daventry Road is outward looking and has engaged with a wide range of external partners, both within the Oasis family and beyond to ensure continued improvement and dynamic opportunities.

The Academy benefits from support from National Lead Practitioners both from within the South West cluster/region and further afield. The Academy is heavily involved in the local education system and works closely with all schools and Academies within the region.

As a Trust we care deeply for our staff, children and community and the development of all is at the heart of what we do. The Academy benefits from a large professional development offer which is associated with being part of one of the largest Multi-Academy Trusts in the UK.



Staff Development

Staff training is a key aspect of the Academy. We provide an extensive professional development offer, which includes everyone being part of a coaching programme and the opportunity to access to the full range of National Professional Qualifications.

Within the cluster/region, staff benefit from the Regional Improvement Networks (RINs) which sees staff from the Secondary academies in region join together in subject or role specific teams to learn from one another. These sessions are often further supported by the extensive expertise available within and across the Trust. The enthusiastic and skillful staff team are bursting with potential.

Additional information:

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent spoken English is an essential requirement for this role. Oasis is committed to making a difference to the lives of the communities it works in, and as such you must show a willingness to demonstrate commitment to the values and behaviours, which flow from the Oasis ethos.

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 DBS checks and a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis Community Learning Ethos. Oasis Community Learning supports Equal Opportunities Employment.



Post:

Teaching Assistant

Job Description

About the Academy:

Oasis Academy Daventry Road is dedicated to helping young people reach their full potential from the moment they join us in Year 7 through to the day they leave for their next chapter.

Post:	Teaching Assistant	Responsible to:	SENCo
Location:	Oasis Academy Daventry Road, Bristol. <i>Initially in temporary accommodation on the site of Oasis Academy John Williams [BS14 9BU]</i>	Salary:	SCP7 £24,294 – SCP11 £25,979 FTE Actual salary: £20,896 - £22,345
Working pattern:	Monday to Friday, 39 weeks per year 37 hours per week Permanent	Disclosure Level:	Enhanced

Job Purpose:

Under the direction of the teacher, to support effective teaching and learning by working with individuals or small groups of students with SEND needs.

Specific Responsibilities:

Support for Children’s Learning

Under the guidance of the teaching staff and SENCo, provide direct support for the learning of individual children or groups of children, including those with special needs, to promote the attainment of standards in learning and behaviour within SEN and across the Academy.

- Implementing learning activities/teaching programmes as directed by the teacher, adjusting activities and differentiating approach and resources according to student needs
- Participate in the planning and evaluation of learning activities with the teacher, providing feedback to the teacher on pupil progress and behaviour
- Support teachers in monitoring, assessing and recoding pupil progress/activities
- Assist in the creation, development and review of individual pupil development plans (such as Education and Health Care Plans – EHCPs)
- Provide feedback to students in relation to attainment and progress under the guidance of the teacher
- Support learning by arranging/providing resources for lessons/activities under the direction of the teacher
- Support students in social and emotional well being, reporting problems to the teacher as appropriate
- Liaise with appropriate external agencies and parents and carers as required by the class teacher or Academy Leadership Team
- Understand and support independent learning and inclusion of all students
- Liaise with and support educational and therapeutic professionals in their delivery of specialist support programmes
- Carry out specified medical care procedures following direct specific training by a qualified practitioner
- Invigilate exams and assessments
- Assist in escorting and supervising students on educational visits and out of school activities
- Select, prepare and clear away classroom materials and learning areas ensuring they are available for use, including developing and presenting displays

- Support students in developing and implementing their own personal and social development
 - Assist students with eating, dressing and hygiene as required, whilst encouraging independence
 - Participate in staff, team and planning meetings
 - Supervise students between lessons and when entering and leaving the Academy site
 - Monitor and manage stock and supplies for the classroom
 - Subject to receiving appropriate training, contribute to the Academy's First Aid provision
 - Any other such duties as may from time to time be reasonably required by the SENCo, Associate Assistant Principals or Head of School.
- **Support all Interventions Across the Academy**
 - Planning for and providing 1 to 1 and small group intervention as directed by the SENCo
 - Providing in class support for some students as identified by the SENCo
- **Support for the Learning Environment**
 - Under guidance of the line manager, prepare, store, retrieve, sort and display materials, finished work, equipment, topic work plans and/or assignment documents to assist in providing an effective learning environment to:
 - Facilitate the required standards of achievement and performance, including feedback through structured assessment, for individuals and groups within the classroom
 - Support the development of continuous improvement in both personal performance in the job and the work of the team
 - Assist in the development, monitoring, reviewing and progress of children's individual learning and support plans
 - Support invigilation and assessment processes, following procedures and under supervision

Care and Support for Children

Attend to the day to day needs of children, inside and outside the classroom by:

- Daily/weekly interventions to promote the attainment of goals as defined by outside professionals such as Physiotherapists, Occupational Therapists, Nurses and Doctors
- Report any concerns about students via CPOMs

Person Specification

Qualifications	<p>Essential</p> <ul style="list-style-type: none">• Maths and English GCSE grade A*-C / 9-4 or• Numeracy and Literacy Level 2 on the NQF or equivalent <p>Desirable</p> <ul style="list-style-type: none">• NVQ/VRQ Level 3 Teaching Assistant Qualification or equivalent• First Aid certificate
Experience	<p>Essential</p> <ul style="list-style-type: none">• The ability to converse at ease with parents/students and members of the public and provide advice in accurate spoken English• Demonstrate sound knowledge and understanding of Every Child Matters, especially the common core knowledge and skills for working with children and young people• Demonstrate sound knowledge and understanding of effective child protection and safeguarding practices and procedures• Demonstrate sound knowledge and understanding of the SEND code of Practice• Good ICT skills <p>Desirable</p> <ul style="list-style-type: none">• Working as a Teaching Assistant at NVQ Level 2 or above• Working as a teaching assistant or in a pastoral support role in a school with a specialism in specific developmental or behaviour initiatives
Personal Skills & Attributes	<ul style="list-style-type: none">• A genuine commitment to working with young people, and a desire to support them to thrive in learning and life• Good interpersonal skills and the ability to work effectively with a wide range of people across the organisation and external agencies• A high level of personal and professional integrity particularly in relation to confidentiality• High expectations of themselves and of those they manage and for what their students can achieve• Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline• A willingness to be both a giver and a receiver of feedback• A highly organised individual who can effectively prioritise tasks and use time efficiently• Flexibility, adaptability and a willingness to be involved with all aspects of Academy life• The ability to bring simplicity to complex scenarios, communicating key messages effectively to a wide range of audiences• A commitment to continual personal learning and development• The ability to work effectively as part of a team• Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos

Safeguarding Children

Oasis Community Learning 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 enhanced DBS checks

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.

Safeguarding Children

Oasis Community Learning 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 enhanced DBS checks.

To work to the best of your ability, to be diligent, honest and ethical in the performance of duties and to conduct personal and professional life in a way which seeks to uphold the Oasis Ethos and the Oasis 9 Habits:

- To effectively contribute to our organisational commitment to excellent education at the heart of our communities.
- To be aware of and understand the Equality and Diversity Policy and ensure at all times that the duties of the post are carried out in accordance with the Policy.
- To ensure compliance with all Health and Safety legislation and associated codes of practice and policies.
- Review and develop own professional practice, maintain effectiveness as a member of the academy staff by taking responsibility for own continuing professional development.
- Demonstrate a willingness to engage with further training and other opportunities to gain appropriate skills, knowledge and vocational or academic qualifications.



Dear Applicant

Thank you for your enquiry regarding the position of **Teaching Assistant** at Oasis Academy Daventry Road.

I hope you find the information pack helpful. If you feel that that this is a post for which you would like to apply, please complete the online application form by submitting your form directly through the eteach portal or by emailing it to Kate Aldworth, HR lead at **recruitment@oasisdaventryroad.org**

The closing deadline for applications is no later than **9.00am Tuesday 21 May 2024**.

Please ensure you provide the name, address and status of two referees, one of whom should be your current direct Manager. Candidates should be aware 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.

Interviews will be held on **Friday 24 May 2024**. If you have not been invited to attend by **Wednesday 22 May 2024** you should assume that your application has not been successful. Unfortunately, we cannot guarantee that we will be able to provide feedback on your application at this stage.

If you would like to know more about us before you apply please see our website www.oasisacademydaventryroad.org or 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 this post.

Yours sincerely

Kate Aldworth
HR Lead

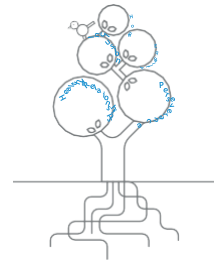
The Oasis Education Charter



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 our 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

