



# Oasis Academy Lister Park

## Teacher of Business

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## Exceptional Education at the Heart of the Community

A very warm welcome and thank you for your interest in working with us at Oasis Academy Lister Park.

I am extremely proud to lead Oasis Academy Lister Park. I joined the Academy in September 2023 as the Principal, and I am now looking for talented individuals to join the Lister Park family. The Academy continues to build on the established foundations of a school that will continue to serve the City of Bradford's children. Our mission is to inspire and create exceptional education for our young people, ensuring our students lead happy and successful lives, being model citizens and future local, national, and global leaders.

**We recently received an Ofsted inspection in March 2024, the academy was graded as "Good" and described as a "caring" school where leaders have created a culture where positive relationships are important.**

Oasis Academy Lister Park is a fully inclusive academy where all students are welcomed, regardless of starting point, need or complexity. In our inspection we have been recognised for our work with students of all backgrounds including SEND "staff work collaboratively to ensure pupil's needs are met". **Our students are hard-working, determined, and successful, taking pride in all they do** and celebrating their own, and their peers' achievements with Inspectors noting that "Behaviour is good, and the school is calm and orderly". Their excellence is developed within the classroom and beyond, with a strong enrichment programme. We prepare our students to be leaders who the community look upon with pride and admiration as they develop their own passions and interests. We are incredibly proud of our students and the confident, well rounded young people we see them blossom into throughout their time with us. **When you become part of OA Lister Park you are joining more than a school; you are joining a family**, we live by the mantra "It takes the whole village to raise the child" from the famous African proverb. Every member of staff (from our facilities and catering staff through to the most senior members of our teaching staff) are advocates of this and fully embrace the Oasis ethos and 9 habits.

We have a relentless focus on quality of education to ensure that our students receive the best provision possible. There is also a **clear focus on high challenge, high expectations and enrichment opportunities**. We are developing the next generation of medical professionals, teachers, business leaders, engineers, scientists and many more occupations that are yet to be invented! This requires every single member of staff in the academy to be fully committed to achieving this for all. Ofsted noted that "There are high expectations for pupils at OALP, leaders have created an ambitious curriculum, based on the trust's national offer. Knowledge is effectively developed over time."

In exchange, **staff will be supported at every stage of their career with a comprehensive programme of CPD** from the trust including the Ofsted Outstanding NIOT (National Institute of Teaching) and NPQ (National Professional Qualifications) suite of qualifications and a strong focus on staff wellbeing and support.

Finding the right colleague is extremely important as your role will be crucial to the development of the academy. The successful candidate will need to be completely committed to our school vision and the Oasis ethos and values. There is a requirement for the successful candidate to be flexible and dedicated to helping ensure that our academy is exceptional every single day. This is a truly wonderful opportunity to join a forward-facing, community driven team.

I look forward to receiving your application.  
Very best wishes

Mrs Jules Millar  
Principal, Oasis Academy Lister Park



## Oasis Community Learning

Thank you for your interest in joining the Oasis Community Learning (OCL) family. We are looking for talented teachers 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.



John Barneby  
CEO, Oasis Community Learning

## About Oasis Community Learning

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.

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 over 50 academies.

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



## 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 the National Institute of Teaching, we provide accredited and bespoke training programmes including the NPQML, NPQSL and the NPQH. We also work closely with Ambition Institute to deliver high quality CPD in pedagogy, behaviour management and curriculum development.

## 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.

## 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 a senior leader as part of Oasis, you will have the opportunity to work closely with NLPs, focussing on those strategic priorities for which you are responsible.

## 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

We 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.

## Conferences

We hold CPD conferences across the UK to share best practice and pedagogy - regionally and nationally.

## 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.

## 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.

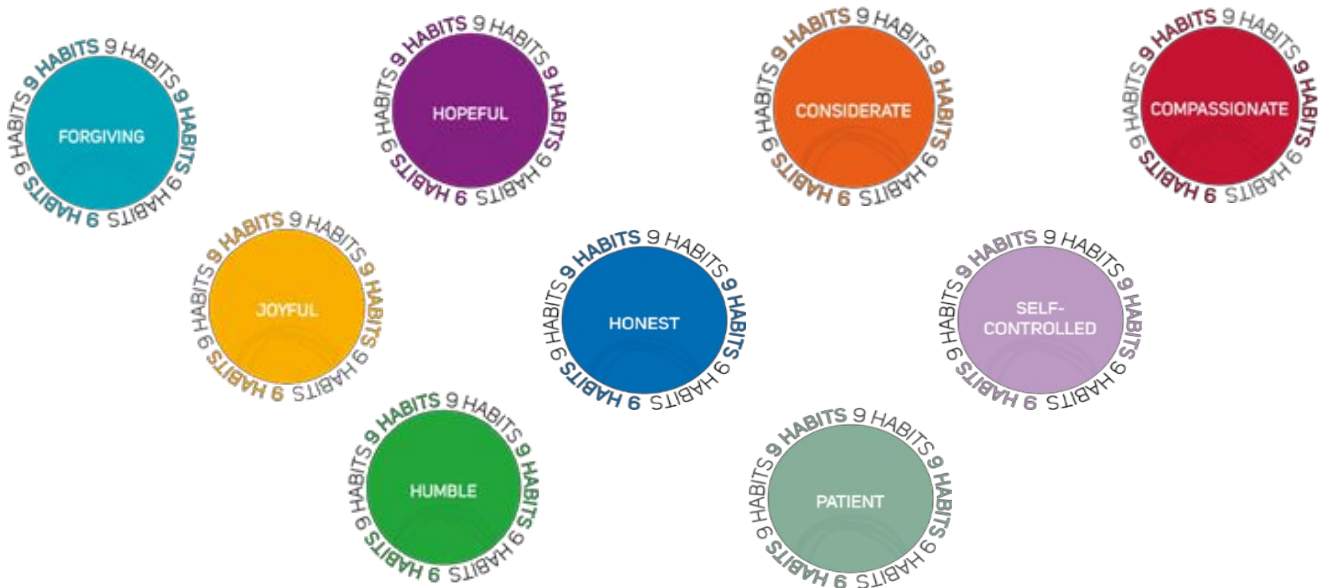
## Our ethos is:

- 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.

## 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.



## About you

You will be an **experienced** existing senior leader with a proven track record of department/school improvement, ideally with experience of working in a school in an area of high disadvantage. As a calm and reflective leader, you will have the skills to build the capacity of our very able and experienced Leadership Team. A sound understanding of school improvement strategies is key, as well as the ability to manage change and motivate staff and the community towards the achievement of clear and inspirational goals. At Oasis Academy Lister Park, we pride ourselves on having a staff body who are committed and dedicated, going above and beyond to serve our children and community.

## About Oasis Academy Lister Park

Oasis Lister Park is a thriving 11-19 comprehensive academy set in the Manningham area of Bradford, close to the beautiful grounds of Cartwright Hall and Lister Park.

At Oasis Academy Lister Park, our strong ethos of inclusion and pastoral care reinforces our commitment to looking after and developing the 'whole' child. Our curriculum supports the development of skills, knowledge and character. We expect our students to participate in the many enrichment opportunities provided to enrich their own and the lives of others and be professional by committing to a life of learning, taking pride in their appearance, being present, punctual, prepared, and taking advantage of leadership and enterprise opportunities. We celebrate individual talents and abilities, developing confident, independent students who enjoy life-long learning. All members of our community are learners; our students are educated for life. Our staff are developed through teamwork, training and the opportunities that an innovative environment brings. The educational facilities are shared with local schools and local people. We provide lifelong learning.

**Our vision is to create 'exceptional education at the heart of the community'.**



### The Vision Statement of Oasis Academy Lister Park

All our students will have happy, healthy, and successful futures as a result of the quality care, nurture and education they are given at Oasis Academy Lister Park. Students will develop in character to become courageous and confident. They will be brave enough to see the opportunities in every difficulty, and strong enough to become citizens who actively promote respect, tolerance, and individual liberty.

## Job Description

<b>POST:</b>	Teacher of Business
<b>RESPONSIBLE TO:</b>	Head of Business
<b>SALARY:</b>	UPS/MPS (£30,000-£46,525) + Teachers Pension Scheme
<b>LOCATION:</b>	Oasis Academy Lister Park, North Avenue, Bradford, BD8 7ND
<b>KEY RELATIONSHIPS:</b>	Academy Leadership Team; relevant teaching and support staff; students; partner professionals; parents; local community; other Oasis Academies and Oasis Community Learning central staff.
<b>WORKING PATTERN:</b>	Full-time and as described in the School Teachers' Pay and Conditions Document
<b>DISCLOSURE LEVEL:</b>	Enhanced

### JOB PURPOSE:

- To teach the Business curriculum to all ages and abilities
- To maintain clear vision, purpose and high expectations, focused on students' achievement and progress
- To inspire and motivate students while contributing to the academy team
- To promote the Oasis Academy Lister Park ethos through delivery of the Oasis Community Learning purpose, ethos and values statement and 9 habits.

### AREAS OF ACCOUNTABILITY:

- Student achievement and progress within Business
- Engagement with cross-curricular activities to raise the subject's profile and importance across school
- Development and impact of your business expertise upon student learning
- Contribution to the academy's wider offer; from duties to pastoral responsibilities

### RESPONSIBILITIES:

#### **A Knowledge and Understanding**

1. Maintain and develop broad and current knowledge of teaching and learning and share good practice with other teachers.
2. Maintain knowledge and understanding of the academy's aims, priorities, targets and action plans.
3. Understand and promote the benefits and effective use of ICT.
4. Understand and promote links between the subject and the wider curriculum.

5. Contribute to innovation in order to promote high standards and innovative approaches to learning.
6. Keep appropriate records.
7. Utilise resources effectively.

**B Teaching and Assessment – Planning**

1. Plan effectively and be open and eager to take feedback to improve practice.
2. Share effective planning practice within the academy/subject.
3. Know and understand the needs of students, making provision for this in lesson planning.
4. Reflect on feedback from lesson observation, work scrutiny and assessment data and use this to plan.
5. Contribute to the planning for department development and resourcing.
6. Ensure secure knowledge about appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching strategies.
7. Be accountable for the planning, implementation and appropriate modification of the academy and Trust curriculum.

**C Teaching and Assessment – Teaching**

1. Actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
2. Have clear objectives in lessons, understanding the sequence of teaching and learning, and communicating this to students following the Oasis style and ethos.
3. Observe other colleagues teaching, gleaning developmental teaching strategies to develop own practice.
4. Contribute to innovative and effective teaching strategies in the academy and subject to meet the needs of all students.
5. Communicate with and utilise support staff within lessons to ensure they effectively support and contribute to students' learning.
6. Use learning resources efficiently within humanities.

**D Teaching and Assessment – Monitoring Progress**

1. Analyse and interpret relevant national, local and academy data, research and inspection evidence to inform policies, expectations and teaching methods.
2. Evaluate class assessment data to identify trends in student performance and issues for development.
3. Identify and provide intervention strategies to address issues for development.
4. Evaluate and report on the effectiveness of intervention strategies used to address identified issues.
5. Promote student voice and keep records for the purpose of evaluation.



#### **E. Student Outcomes:**

1. Support student progress objectives within the performance management objectives framework.
2. Ensure that agreed student progress target levels are achieved or exceeded for all sub-groups.
3. Encourage students' motivation and enthusiasm in the academy/subject, developing positive responses to challenge and high expectations.
4. Contribute to all educational enhancement activities in line with academy requirements, e.g. academy transition activities, aim higher activities and extracurricular learning activities that feed into the Oasis fundamental offer.
5. Monitor the objectives and targets for students with SEN, including those who are gifted and talented, and promote their achievement.
6. Work within child protection procedures in line with academy policy.
7. Produce and contribute to reports as necessary.
8. Assist in the identification of exam entries and tiers.
9. Ensure effective appropriate communication with the parents of students.
10. Liaise with partner academies and other relevant external bodies where appropriate.

#### **F. Wider Professional Effectiveness – Personal Development:**

1. Maintain a high level of knowledge and expertise through reading, INSET, research and other relevant Oasis development opportunities to inform own practice, demonstrating impact in teaching and on students' learning.
2. Implement new curriculum guidance.
3. Identify own personal and professional development needs and achieve own challenging professional objectives.

#### **G. Wider Professional Effectiveness – Academy Development:**

1. Contribute to strategies to achieve relevant academy improvement priorities.
2. Contribute to the Department Development Plans in line with the Local One Plan and based on evaluation evidence.
3. Fully participate in the performance management process and subsequent professional development plan.
4. Engage with the instructional coaching programme as part of the academy T&L strategy
5. Engage in professional development in the academy.

#### **H. Professional Characteristics**

1. Align with the academy ethos, being open to developing and being challenged, as well as support others in the team to do the same.

2. Communicate effectively and with professional integrity within and beyond the academy community.
3. Build and maintain effective teamwork with high expectations of outcomes.

**I. Marketing and Liaison:**

1. Contribute as required to the academy's liaison and marketing activities.
2. To contribute to relevant aspects of the academy's work with other schools and external agencies.

**J. Pastoral Support:**

1. Monitor and support the progress and development of students.
2. Help to monitor student attendance together with students' progress and performance in relation to targets set for each individual; ensuring that procedures are adhered to and that appropriate action is taken or communicated where necessary.
3. Communicate with pastoral managers to ensure the welfare of students in the academy.
4. Contribute to PSHCE, citizenship and work-related Learning.
5. Implement the Behaviour for Learning system.

**K. Other specific duties:**

1. Play a full part in the life of the academy community.
2. Support the academy in meeting its legal requirements for worship.
3. Engage with the academy's corporate policies.
4. Other such duties as may from time to time be reasonably required.

**Additional Notes**

1. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
2. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
3. The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.
4. Oasis Academy Lister Park is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

**Signed:**

<b>Employee:</b>		<b>Line Manager:</b>	
<b>Print Name</b>		<b>Print Name</b>	
<b>Date</b>		<b>Date</b>	

## Teacher Person Specification

### Our Purpose

Oasis Academy Lister Park 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. By encouraging a 'can do' culture we will nurture confident and competent people

### Oasis Community Learning 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. The work of Oasis Community Learning is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of each of our academies. This is foundational to our belief that all people are created and loved by God and to our commitment to model inclusion and compassion throughout all aspects of the life and culture of the academy community. It is vital, therefore, that our staff own our Christ-centred ethos and the values which flow from it.

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	A Degree + PGCE (or equivalent teaching qualification)	Further completed professional study
<b>Experience, Skills and Knowledge</b>	Evidence of excellent teaching ability Excellent communication skills Commitment to extended learning A demonstrable ability to analyse performance data, reviewing patterns and take appropriate action Demonstrable ability to undertake rigorous self-evaluation and use the findings effectively Competent in ICT and willing to be trained as required Willingness to own Oasis Community Learning ethos and values	Evidence of raising achievement

<p><b>Personal Quantities</b></p>	<p>A good role model for other staff and students</p> <ul style="list-style-type: none"> <li>- Relentlessly enthusiastic, reliable and committee</li> <li>- Demonstrable commitment to the performance management</li> <li>- Able to prioritise and manage own time effectively, balancing the demands made by teaching, subject or team management and involvement in Academy development</li> <li>- Able to demonstrate diplomacy, credibility and stature</li> <li>- Creative thinker</li> <li>- Team player who is able to work collaboratively in a diverse team</li> <li>- Able to deal with people from a broad cross-section of backgrounds at all levels internally and externally</li> <li>- Comfortable when working in uncharted territory</li> <li>- Sound personal judgement and discretion</li> <li>- The ability to converse at ease with parents/students and members of the public, and provide advice in accurate spoken English</li> </ul>	
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