



Oasis Academy Watermead – Assistant Principal

Oasis Academy Watermead is an Outstanding academy where learning and high standards are at the heart of all we do. We encourage all our children to achieve the best they can across every area of the academy – academic or extra-curricular. Our aim is for our children to be confident, caring, resilient, inquisitive young people with a desire to learn and achieve the best they can, in all they do. We place great emphasis on our Oasis 9 Habits, teaching our children how to become responsible citizens whilst understanding their place within the world.

About you

Candidates must have ambition, drive and most importantly, a passion for learning that will inspire pupils and the academy community. The successful candidates will be passionate about what they do and join of a dedicated and forward thinking team. You will be an experienced senior leader with a proven track record of school improvement, ideally with experience in inner-city, multi-cultural areas. 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 outcomes.

We welcome applications from both experienced Assistant Principals and those wishing to take the next step in their career.

The post holder shall have the professional duties of a Assistant Principal teacher in accordance with the current DfE's School Teachers' Pay and Conditions document and wider responsibilities relating to strategic direction and development, teaching and learning, leading and managing staff and efficient and effective deployment of staff and resources in consultation with the Principal.

Job Description

POST:	Assistant Principal
RESPONSIBLE TO:	Principal and Deputy Principal
RESPONSIBLE FOR:	Class-Based Role Specified areas of Academy development, line management of allocated staff
TERM:	Permanent
KEY RELATIONSHIPS:	Academy Leadership Team; relevant teaching and support staff; students; partner professionals; parents; local community; other Oasis Academies and Oasis Community Learning central staff.
LOCATION:	Oasis Academy Watermead
WORKING PATTERN:	Full-time and as described in the School Teachers' Pay and Conditions Document.

JOB PURPOSE:

Provide strategic leadership for areas of the Academy, in consultation with the Principal consulting with key stakeholders, which brings about high standards of education.

All leaders in the Academy share in devising strategies for raising achievement and ensuring high standards of behaviour.

The post holder will have the professional duties of Assistant Principals in accordance with the current School Teachers' Pay and Conditions document and wider responsibilities relating to strategic direction and development, teaching and learning, leading and managing staff and the efficient and effective deployment of staff and resources in consultation with the Principal.

RESPONSIBILITIES:

- To provide strategic leadership for specified whole Academy responsibilities.
- To assist the Principal, together with other members of the Academy Leadership Team, in providing leadership and in managing the Academy.
- To actively support the vision, ethos and policies of the Academy.
- To promote and safeguard the welfare of children you teach or come into contact with.

OUTCOMES

1. Achievement and standards

- Set high expectations and stretching targets for your areas of responsibility which contribute significantly to Academy targets.

- Evaluate student progress across specified areas of responsibility through the use of appropriate assessments and records and the regular analysis of the data to track and monitor progress.
- Use national, local and Academy data effectively to analyse and evaluate student progress; planning and implementing effective interventions to support students.
- Ensure a consistent and continuous focus on student achievement, using baseline and progress data to and assess the effectiveness of actions against targets implementing strategies to address underperformance.

Professional Standards - Attributes, Knowledge and Understanding

- Commitment to a collaborative Academy vision of excellence and equality that sets high standards for every student
- Ability to analyse and evaluate performance data.
- Demonstrate and articulate high expectations and set stretching targets for the Academy.
- Take appropriate action when performance is unsatisfactory within their specified areas of responsibility.
- Have an extensive knowledge and well-informed understanding of the assessment

2. Quality of Provision

- Contribute to raising the quality of teaching and learning so that lessons are good or better and there is no inadequate teaching within the Academy.
- Monitor the quality of teaching and students' learning through the analysis of performance data, observation of teaching, work scrutiny, student interviews in collaboration with the Academy Leadership team.
- Contribute to the development of teaching and learning by supporting training programmes, coaching and mentoring of teachers.
- Develop and maintain Academy policies and practices which promote high achievement and inclusion through effective teaching and learning across the Academy.
- Seek opportunities to collaborate with other Academies, innovative and high achieving schools through the Oasis Community Learning and other relevant networks to share and develop excellent pedagogies.
- Implement strategies that ensure high standards of behaviour.
- Promote extra-curricular activities and out of hours learning which enhance learning opportunities.
- Have a teaching commitment in line with other Assistant Principals within the Academy.

Professional Standards - Attributes, Knowledge and Understanding

- Recognises excellence and challenges underperformance at all levels and ensures corrective action and follow up.
- Ensures a culture of challenge and support where all students can achieve success.
- Have teaching skills which lead to learners achieving well relative to their prior attainment, making progress as good as, or better than, similar learners nationally.
- Understanding of self-evaluation and an ability to make evidence based judgements.
- Ability to initiate and support research and debate about effective teaching and learning and develop strategies to improve performance.



3. Leadership and Management

- Be a strategic and supportive member of the Leadership Team of the Academy, playing a key role in the development of the Academy.
- Effectively manage an agenda of change to raise standards in specified areas of Academy life.
- Take the lead strategic oversight for specified areas of improvement and development.
- Play a key role in creating an environment within the Academy where students and staff develop and maintain positive attitudes towards each other, the environment and community.
- Contribute to the development and review of the One Plan, Self-Evaluation and the related documentation.
- Line manage designated teaching and support staff working collaboratively to raise student achievement and attainment across the Academy and provide effective support, guidance, challenge and information for all staff within designated areas of responsibility.
- Take an active role as a Team Leader within the Academy's Performance Management policy in addition to promoting and providing induction and Continuous Professional Development opportunities to ensure the professional effectiveness of teaching and support staff colleagues.
- Maintain clear expectations, high standards of professionalism and collaboration to meet the Academy Improvement Planning priorities.
- Assist in the appointment of staff and their deployment to make most effective use of their skills, expertise and experience to raise standards of achievement across the Academy.
- Ensure that all staff within the specified areas of responsibility have a clear understanding of their roles and responsibilities.
- Effectively manage and deploy relevant finances.

Professional Standards - Attributes, Knowledge and Understanding

- Acts as a lead professional, setting a professional example to staff and students.
- Makes professional, managerial and organisational decisions based on informed judgements.
- Knows about the use of a range of evidence, including performance data, to evaluate and improve aspects of school life, including challenging poor performance.
- Commitment to the equitable management of staff and resources.
- Able to delegate and monitor the implementation of management tasks

4. Personal Development and Well-Being

- Promote high standards of pastoral support and well-being across the Academy.
- Recognise and reward students who are making good progress, and identify underachievement putting in place appropriate support to address the areas of weakness.
- Support the extended Academy programme including visits.
- Treat all members of the Academy community fairly, equitably and with respect to create and maintain the Academy ethos.
- Ensure the safeguarding of all students through the implementation of Academy policies and procedures
- Ensure a safe working and learning environment through application of appropriate risk assessment and adherence to current Health and Safety regulations

Professional Standards – Attributes, Knowledge and Understanding

- Have a commitment to choice and flexibility in learning to meet the needs of every student.
- Have sufficient depth of knowledge and experience to be able to give advice on the development and well-being of students.

5. Views of Learners, Parent/Carers and other Stakeholders

- Ensure an effective partnership with parents and carers to support students' academic and personal development.
- Ensure parents and carers are well informed about their child's progress and targets.
- Prepare guidance materials for parents and carers to help them support their child's learning.

Professional Standards – Attributes, Knowledge and Understanding

- Create and maintain an effective partnership with parents and carers to support and improve students' academic and personal development.
- Recognises and takes account to the richness and diversity of the Academy's community.
- Listens to, reflects and acts on community feedback.
- Builds and maintains relationships with parents, carers and the community that enhances the education of all students.

6. Professional Development

- Keep up to date with current research in school improvement in the specified areas of responsibility.
- Lead professional development activities, as appropriate, to update and develop the skills of colleagues.
- Provide regular coaching and mentoring for less experienced colleagues.
- Participate in Performance Management accordance with Academy policy.

Professional Standards – Attributes, Knowledge and Understanding

- Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.
- Build a collaborative learning culture within the specified areas of responsibility.

Oasis 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 an enhanced DBS check.

The person undertaking this role is expected to work within the policies, ethos and aims of the Academy and to carry out such other duties as may reasonably be assigned by the Principal. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions, including extra-curricular activities, are fulfilled through direct dialogue with employees, contractors and community members.

All staff take an active role in the Academy's care and guidance of students.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

Assistant Principal - Person Specification

Our Purpose

The vision of Oasis Community Learning (OCL) is to create ‘Exceptional Education at the Heart of the Community.’

All our Academies are committed to achieving this vision through developing character, competence and sense of community with every child, providing a rich educational experience that is underpinned by our philosophy of education; inspirational leadership, deep learning and healthy communities.

Oasis 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. We are committed to a model of inclusion, hope, perseverance, healthy relationships and compassion throughout all the aspects of the life and culture of each Academy community.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status 	
Professional Development	<ul style="list-style-type: none"> Recent relevant professional development 	<ul style="list-style-type: none"> Evidence of middle leadership training
Experience	<ul style="list-style-type: none"> Record of good and outstanding teaching experience Leadership experience in a mixed, school or academy Proven record of success in raising student achievement Understanding of what is required to secure effective teaching and learning to improve student performance in an inclusive environment Experience and understanding of the planning, monitoring, review and evaluation process Experience of academy/school self - evaluation 	<ul style="list-style-type: none"> Experience in a mixed, ethnically diverse school or academy

	Essential	Desirable
Knowledge and Understanding	<ul style="list-style-type: none"> • Knowledge and understanding of National Curriculum, particularly statutory requirements • Ability to use assessment data effectively to set targets and raise achievement • Ability to provide appropriate challenge and support for students • Knowledge of behaviour management strategies and an ability to maintain good discipline • Understanding of the practical application of Equal Opportunities in an Academy context • Ability to converse at ease with parents and students and members of the public and provide advice in accurate spoken English 	
Personal Qualities	<ul style="list-style-type: none"> • Strong commitment to the safeguarding, welfare and well-being of students • Proven ability to motivate students and staff • Good communication skills • Good IT skills • Ability to lead and work as part of a team • Ability to use and act on own initiative • Ability to reflect • Ability to form and maintain appropriate relationships and personal boundaries with children • Emotional resilience in working in a range challenging situations • Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos 	