



Oasis Community Learning Senior Leader Recruitment Brochure

With 87% 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 leaders 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 Oasis 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 through the Oasis Horizons iPad scheme - helping to put an end to inequalities in learning opportunity. Together, we will provide our young people with the opportunities that they deserve to realise their potential.

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.

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 54 academies: 31 primary, 20 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. Countrywide, 87% 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 Senior Leaders

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. Our Principals enjoy both individual autonomy and the benefits of being part of a family of academies, regionally and nationally. Other benefits include extensive support, opportunity to make trust-wide impact, comprehensive CPD and clear career progression opportunities within the family.

Clear career progression opportunities Wellbeing and support

As a large trust, we are able to provide clear career progression opportunities at all levels. Our Learning and Development Directorate ensure that training opportunities are available year-round for teaching, support and leadership staff alike. In partnership with external providers, we provide accredited and bespoke training programmes including the NPQML, NPQSL and the NPQH. We also work closely with the other educational leadership partners to deliver high quality CPD in pedagogy, behaviour management and curriculum development.

The Monitoring and Evaluation Team (MET)

The Oasis Monitoring and Evaluation Team are a group of experienced school leaders, Ofsted inspectors or HMI, who visit our academies to work alongside our principals to agree the academy's next steps. As a senior leader, you will benefit from the expertise and advice of our MET, working in partnership with them to improve your academy and maintain high standards.

Trust-wide opportunities for you to make a difference

There are a wide range of opportunities for senior leaders to support and play a key role in trust wide initiatives. This can be through:

- Playing key roles in project steering groups across national services and academies
- Becoming part of one of our staff network groups, such as our Equality Diversity Inclusion team, Gender Equality Network or LGBTQ+ Allies
- Developing policies for provision across the trust
- Pioneering new systems and approaches
- Joining strategy groups to develop best practice (for example, Assessment, SEND, Early Years, Equality and Diversity or Safeguarding)
- Taking part in MET reviews

We care deeply about the wellbeing of our staff, and therefore offer a number of services to help you stay well, happy and fulfilled in your role. These include:

- Access to free counselling service.
- Cycle to work scheme.
- Free eye tests.
- Health cash plan scheme.
- Access to Occupational Health resources and advice on a number of health issues.

As part of a family of Oasis academies, you will enjoy the support and challenge of your peers from across the trust:

- **Directors:** As a senior leader within Oasis you will receive the support, challenge and leadership of your Service/Regional/National Director, who provides localised governance, delegated from the CEO and COO.
- **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.
- **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:** Our NLPs 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. For primary we have whole phase assessment systems to track achievement in every cohort in each academy.
- **Conferences:** We hold regular CPD conferences across the UK to share best practice and pedagogy; regional and national. These are enhanced through support from our NLPs and RDs.
- **Regional and National Services:** Academy leaders are supported by a team of service staff including the RD's Executive Assistant, Property & Estates, a Business Partner from the People Directorate, IT support, guidance from the regional Finance team, and Communications.



Our curriculum: Character, competence & community

The curriculum is the heart of our academies' educational provision. Through this and our commitment to an exceptional climate for learning and great pedagogy, we make great learning the foundation of every lesson. We have therefore spent years working with our NLPs and experts within Oasis to design our Oasis Curriculum to meet the needs of all, striving for personal as well as academic and vocational excellence.

There are three golden threads that run through the Oasis Curriculum: character, competence and community. 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.

We want each and every one of our young people to be competent in their development and learning. Our students will have the skills, knowledge and expertise

to choose their life pathway.

Community is a huge part of life at Oasis, as each of our academies work closely with their local Oasis Hub to serve their community within and beyond the school. Our children are empowered to play an active part in building their community, where everyone is included, making a contribution and reaching their God-given potential, and have regular opportunity to engage with Hub activities.

Our curriculum is highly effective, and has been praised by Ofsted as 'broad and ambitious'. It is also a fantastic opportunity for those interested to contribute and shape the way our lessons are delivered nationally, whilst also helping us to manage workload and a good work-life balance.

The Oasis Entitlement

All of our students, across all age groups, enjoy the Oasis Entitlement, a guaranteed set of opportunities during their time at the academy:

- Reading strategies so that every student becomes a fluent reader
- Access to online learning
- Access to high quality mental health support
- Be a student leader or mentor
- Be part of a school production
- Be part of a school team
- Play a musical instrument
- Play an active part in a Hub project
- Attend a residential trip
- Visit the theatre, an art gallery and an museum
- Visit universities and places of work



With Oasis Horizons, every student who joins the Oasis family will receive their very own iPad for the duration of their time with us. We want to give our young people equality in their opportunity for learning, therefore the iPad will be theirs to use at school and at home.

Filled with educational apps, the iPad is used in lessons for exploration of learning, class quizzes and teamwork projects. They are a fantastic teaching tool for our staff to keep on top of new resources, student understanding and preparing our students for a future working with digital technologies.

Teaching staff are supported with full training and regular CPD to make the most out of their iPad in lessons, with marking, and work-life management.

We're sure you'll have lots of questions about this, so feel free to visit our website to find out more.

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, and has a Hub Council, that responds to the needs of the academy and community through many different forms of outreach and strategy planning.



Hear from our staff

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I owe a huge amount of gratitude to Oasis. The organisation and the great leaders within it, have promised to support my development as a young aspiring leader. The opportunities that have been gifted to me have been second to none. Since being at Oasis I have been successful in landing my Middle Leadership Qualification with the National College and have since completed my National Qualification in Senior Leadership.

The professional development that Oasis has offered to me through my personal performance has most certainly helped in securing my biggest professional accomplishment – Assistant Principal.

Through sheer hard work, perseverance and high levels of commitment, I have been honoured in helping a significant number of Oasis students have greater opportunities in life, regardless of their socio-economic starting points and backgrounds.

I am supported with this mission via the inclusive ethos Oasis Community Learning adopts. Oasis is a caring environment that parents choose to send their children to and one that I'm proud to be a part of as a member of staff.

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Lewis Gundry

Oasis Academy Lord's Hill

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One of the most exciting things about working for OCL is the opportunities on offer for development in your area of interest and expertise. There are the more traditional development channels in leadership from middle and senior leadership in academies, and then onto the executive and Regional Director level. However, what excites me is the broad range of opportunities which sit alongside and interwoven between those levels; giving the unique opportunity to discover alternative pathways to progress further.

I loved being the Principal of Oasis Academy Warndon and spent just under seven very happy years at the academy. As a large academy it gave room for growth and development and the opportunity to develop other professionals through CPD and coaching and curriculum designs - passions that had piqued my interest as a teacher and continued to inspire me as a leader. Being part of the National Primary Assessment Team and undertaking supportive visits to other academies build on this and my interest in trust level development was ignited.

Oasis is the organisation that provided the opportunity to do this whilst continuing to work for an organisation which champions social justice and equality. My current role as National Lead for Primary Behaviour, Curriculum and Pedagogy is the only role which could have tempted me away from being an Oasis Principal. I now have the absolute honour of jointly leading a team of over 60 incredibly talented NLPs, who also enjoy that balance between academy life and trust improvement. This means our innovation is really strategic as those who work daily with our young people shape and direct the future of our improvement.

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Emily Hobson

National Lead





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For updates on our trust and upcoming vacancies follow us on:

 @OasisAcademies   /OasisCommunityLearning

