

The logo for Oasis Academy Brislington is located in the top left corner. It consists of a green speech bubble shape with a white outline. Inside the bubble, the word "Oasis" is written in white, with a stylized white circle to its left. Below "Oasis", the words "Academy:" and "Brislington" are written in white on a dark blue background.

Oasis  
Academy:  
Brislington



**Teacher of English**

Oasis Academy Brislington



## Welcome to Oasis Academy Brislington

Oasis Academy Brislington opened in February 2015. Oasis is the largest Academy sponsor in Bristol and Brislington will be the largest Secondary Academy in the City. We are seeking to appoint an exceptional individual to become a Teacher of English, to join us on this exciting journey.

### About the Academy

Our Academy community is diverse and energetic. We have a fully comprehensive intake, with a focus on ensuring that all our students make excellent progress regardless of context or starting point. Oasis Academy Brislington students are proud to attend, our parents are proud to send them here and staff are proud to work here.

We are fully inclusive; children with a wide range of complex needs are supported and nurtured through two fully equipped specialist centre resource bases. We also have a small sixth form provision offering the Level 1 & Level 2 Courses. This is a key strategic priority for the City and we are working closely with the local authority as a provider in Bristol.

Oasis Academy Brislington is full of opportunity and potential! Our philosophy is simple: "excellence as standard" in all that we do. The school is housed in an impressive £34.6 million PFI funded building which opened in 2008. The state-of-the-art facilities offer a modern, flexible, technology-rich environment for teaching and learning making it one of the very best equipped schools in the country. The Academy is led by Peter Knight, Principal, who has secured firm foundations for the school to grow and develop a bright future where teachers can teach and learners learn.



## Oasis

Oasis was established in 1985 and has grown into a group of charities working to deliver housing, training, youth work, health care, family support and primary, secondary and higher education. In the UK we employ around 4,000 staff as well as working with thousands more volunteers. We also work in nine other countries around Europe, Asia, Africa and North America.

## Oasis Community Learning

Oasis Community Learning is an educational trust established in 2004 with the express purpose of transforming learning, lives and communities through the development of Oasis Academies. Currently there are 47 Academies in the Oasis family of academies across primary, secondary and post 16 phases.

## About Oasis and Oasis Community Learning

### Our Purpose

Oasis Academies exist to provide a rich and balanced environment which caters for the whole person – academically, physically, emotionally and environmentally. Our task is to serve our students as well as provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can-do' culture which nurtures confident and competent people.

### Our 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. This is encapsulated by the following five statements:

- 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



## Oasis Aims

**Transform Lives** – Every person matters and everyone is loved and valued

**Transform Learning** – We have a passion for learning and we want everyone to achieve their full potential

**Transform Communities** – We are committed to community development and the aim of all our work is to increase community cohesion, locally, regionally, nationally and globally.

## Oasis Philosophy of Education

Three important ancient Hebrew words underpin Oasis' whole life learning and philosophy of education:

**Shalom** – (peace; completeness; nothing missing; nothing broken; wellbeing; wholeness)

**Heathy Communities** – (peace; completeness; nothing missing; nothing broken; wellbeing; wholeness) Seeks to ensure that every classroom encounter, each piece of curriculum planning, each assessment experience are all shaped, informed and delivered in the light of our desire for wholeness and well-being in the widest sense of the word; for everyone at every level of their lives – academically, vocationally, physically, spiritually, morally, socially, economically, environmentally and culturally.

**Yada** – (to know; to see; to perceive; to understand; to experience; to have a relationship with)

**Deep Learning** – (to know; to see; to perceive; to understand; to experience; to have a relationship with) Gives students the opportunity to encounter and experience learning personally and relationally. It is never an abstract, theoretical or academic idea simply to be contemplated but, rather, primarily about gaining wisdom – the practical application of knowledge to every area of life. Life is not straightforward; learning from failure and mistakes and being resilient is an important part of it. It is hands-on learning throughout life which can only be obtained through on-going active, intentional engagement with it and with others.

**Rabbi** – (my teacher; my guide; my role model; a term of respect)

**Inspirational Leadership** – (my teacher; my guide; my role model; a term of respect)

Through personal example and strong relationships, all teachers are encouraged to be inspirational role models for their students. In this way, a teacher is not simply a purveyor of 'knowledge', dropping it into the minds of those they teach. Instead, they are communicating and bringing knowledge, wisdom and understanding through their words, actions and whole lives, helping students to reflect and think for themselves.

## Oasis Offer

Underpinned by our values and beliefs, all our work is designed to ensure each student receives the very best educational offer. Oasis operates as a national family of Academies, split into four regions.

The regional teams provide standards leadership and a professional governance service.

The Oasis family of Academies is led by empowered – and empowering – resilient leaders who, through their deeply held beliefs and values always strive to make decisions in the best interests of the students and their communities.

Each Oasis Academy has its own identity and purpose and serves its local community by working with it to transform learning, aspirations and opportunities.

As a family, Oasis Academies work independently, benefitting from sharing best practice and inspirational pedagogy. Leaders and teachers build understanding of what is needed to secure the best possible sustainable outcomes for all learners.

Each Oasis Academy is committed to enabling children and students to become effective, enthusiastic, independent learners, committed to life-long learning.

Each Oasis Academy is dedicated to the task of working continuously in pursuit of excellence across all aspects of its life and work.



Oasis Academy Brislington is part of the Oasis family of Academies in the South West, where the regional approach is informed by the principle of “shared strength and collective responsibility”. We celebrate that each of our Academies are unique; what connects us is our shared ethos.





Academy:  
Brislington

### Post:

Teacher of English

### Responsible to:

Principal, under the day to day  
Management and leadership of the  
Director of English

### Salary:

M1-6 Full Time

### Location:

Oasis Academy Brislington, Bristol

### Working Pattern:

Full-time

### Disclosure Level:

Enhanced DBS



### Job purpose:

Carry out the professional duties of a qualified teacher in  
accordance with the current School Teachers' Pay and  
Conditions document.

# Job Description

## **SPECIFIC RESPONSIBILITIES:**

- A.** Teach across the age and ability range, in line with the Academy's programmes of study, in such a way as to challenge and inspire students of all abilities
- B.** Plan, prepare and teach lessons to students assigned to him/her according to the students' educational needs with reference to prior attainment, SEN and English as an additional language as required
- C.** Assess, record and report on the development, progress and attainment of students assigned to him/her in line with Academy policies
- D.** Contribute to the planning and implementation of the curriculum in accordance with the Academy and subject guidelines
- E.** Liaise with colleagues to ensure a coherent programme of study for the students assigned to him/her
- F.** Set high expectations for students' and develop their behaviour for learning through well focused teaching and through the development of positive and productive relationships
- G.** Be familiar with, support and reinforce the aims, ethos, policies and procedures of the Academy and curriculum area with students, staff and parents where appropriate
- H.** Promote enrichment and extension activities related to the subject
- I.** Be responsible for an aspect of the Curriculum Development/Improvement Plan, as agreed with the curriculum leader
- J. 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.

## **OTHER:**

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 be reasonably assigned by the Principal. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, contractors and community members.

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

**The duties of the post may vary from time to time without changing the general character of the post or level of responsibility entailed.**

**All teachers take an active role in the Academy's pastoral care of students and the post holder will be expected to fulfil the role of form tutor.**

# Person Specification

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## 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. Our values can be summarised in five statements:

1. A passion to include everyone
2. A desire to treat everyone equally, respecting differences
3. A commitment to healthy and open relationships
4. A deep sense of hope that things can change and be transformed.
5. A sense of perseverance to keep going for the long haul.



	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• A degree in a related subject</li> </ul>	
Experience, Skills and Knowledge	<ul style="list-style-type: none"> <li>• Evidence of a commitment to own professional development</li> <li>• A keen interest in developing the teaching of English</li> <li>• Evidence of high achievement in teaching across Key Stages 3 and 4</li> <li>• The development of Schemes of Work across the Key Stages</li> <li>• Effective use of Assessment for Learning to engage students as partners in their learning</li> <li>• Use of assessment and attainment information to improve practice and raise standards</li> <li>• Use of strategies to promote good student relationships and high attainment in an inclusive environment</li> <li>• Vision for the teaching of English</li> </ul>	<ul style="list-style-type: none"> <li>• Development of partnerships with other schools, business and the community</li> <li>• Experience of successful AS and A2 level English teaching</li> <li>• Strategies to enhance teaching and learning of ICT within English</li> <li>• An understanding of education within a Multicultural/Multi-faith city</li> <li>• An understanding of KS2 English curriculum</li> <li>• Ability to use and promote a wide range of teaching methodologies</li> </ul>



# Person Specification continued

	Essential	Desirable
<b>Experience, Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>• An understanding of Health and Safety regulations affecting the curriculum area</li> <li>• Excellent communication and presentation skills</li> <li>• Competent user of ICT</li> <li>• Competent co-ordinator and motivator</li> <li>• Ability to plan and resource effective interventions to meet curricular objectives</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Actively supports the Academy's aims and commitment to ITT</li> <li>• Being a reflective practitioner and actively seeking CPD opportunities to develop your own practice</li> <li>• Active participation in Academy developments such as extra-curricular activities/educational visits/out-of-hours learning</li> <li>• Passion for teaching</li> <li>• Energy, enthusiasm and flexibility</li> <li>• Good health and attendance record</li> <li>• Sense of humour and a positive outlook on life</li> <li>• Ability to work under pressure and determination to succeed</li> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> <li>• Willingness to undergo appropriate checks, including enhanced DBS checks.</li> <li>• Motivation to work with children and young people</li> </ul>	

# Person Specification continued

	Essential	Desirable
<b>Personal Qualities</b>	<ul style="list-style-type: none"><li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li><li>• Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.</li><li>• Having a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos</li></ul>	