



Exceptional Education at the Heart
of the Community

**National Director
of Academies**



Exceptional Education at the Heart of the Community

Dear Colleague,

I would like to take this opportunity to warmly welcome you to Oasis Community Learning (OCL). As the CEO of OCL, I am passionate and proud of our family of Academies.

It is our vision to create Exceptional Education at the Heart of the Community. Through our Hub strategy we are committed to serve the most disadvantaged communities across the country. We want to build the character and competence of every one of our young people so we can seek to transform the communities we serve.

Over the last few years Oasis Community Learning has made rapid progress, with our Academies moving from 30% to 81% Good or better. This is a great time to join the OCL family. As National Director of Academies you will support our Principals and Regional Directors in securing great standards of education whilst being a brand ambassador, championing the ethos across the UK.

We need colleagues who have the necessary complimentary expertise to line manage and develop leaders and who understand and can enable the development of outstanding practice. 79% of our Academies have joined OCL as sponsored Academies where the predecessor schools had been failing in local authority care for many years. So if you want to join our Trust it is vital that you have an ambitious growth mind set and believe that our children can achieve anything.

It is a privilege to serve our communities so we need the very best educational leaders we can provide.... Will this be you?

I look forward to meeting you if you are successful in being shortlisted for one of these exciting posts. Be part of something very special – Oasis Community Learning

Very best wishes

A handwritten signature in black ink, appearing to read 'J. Murphy'.

John Murphy
Oasis Community Learning CEO

of our parents say their
child is happy,
well taught and

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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 49 Academies spread across the UK, each connected to a 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, but believe passionately

in each of the communities we are based in. We know them to be places of great potential and are committed to their continual positive transformation.

This is made possible by the outstanding people who work for us - leaders with vision, determination and drive to raise standards. In fact we are securing better education across the group and closing the gap for our disadvantaged students each day through exceptional teaching and support. Since 2014 our sustained improvement has seen the percentage of Ofsted inspected Academies attaining 'Good' or better rise from 30% to 81%.



Over 25,000 pupils



49 Academies



Over 5000 Staff

Oasis' Vision

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

Oasis Community Learning's vision is to create **'Exceptional Education at the Heart of the Community.'**

The complex responsibilities of education are understood 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 to above national averages
- Provide teaching quality which secures good and accelerated progress for all students

The Oasis Ethos

Our ethos is a part of everything we do. At Oasis we look to employ people who not only share in our vision but are champions of our ethos.

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





About our Academies

Every Academy within the Oasis Community Learning family benefits from the interconnectivity and shared practice of being part of a national family of 49 Academies. In addition to this, Academies are grouped into five distinct regions around England: the North, the Midlands, the South West, the South Coast and London and the South East.

Primary Data 2017

EYFS % GLD	69%
% Phonics Pass Rate	76%
KS2 RWM %	59%

Secondary Data 2017

% Basics 4+ 2017	47%
% Basics 5+ 2017	27%
A8 2017	39.4
P8 2017	-0.12

The Pupils we Serve

Number of Students	25,615
% Disadvantaged	48%
% SEN	14%
% EAL	30%
Number of LAC	218

Ofsted Performance

	Number	% of Inspected Academies
Outstanding	5	11%
Good	30	67%
Required Improvement	8	18%
Inadequate	2	4%
Yet to be Inspected	3	N/A

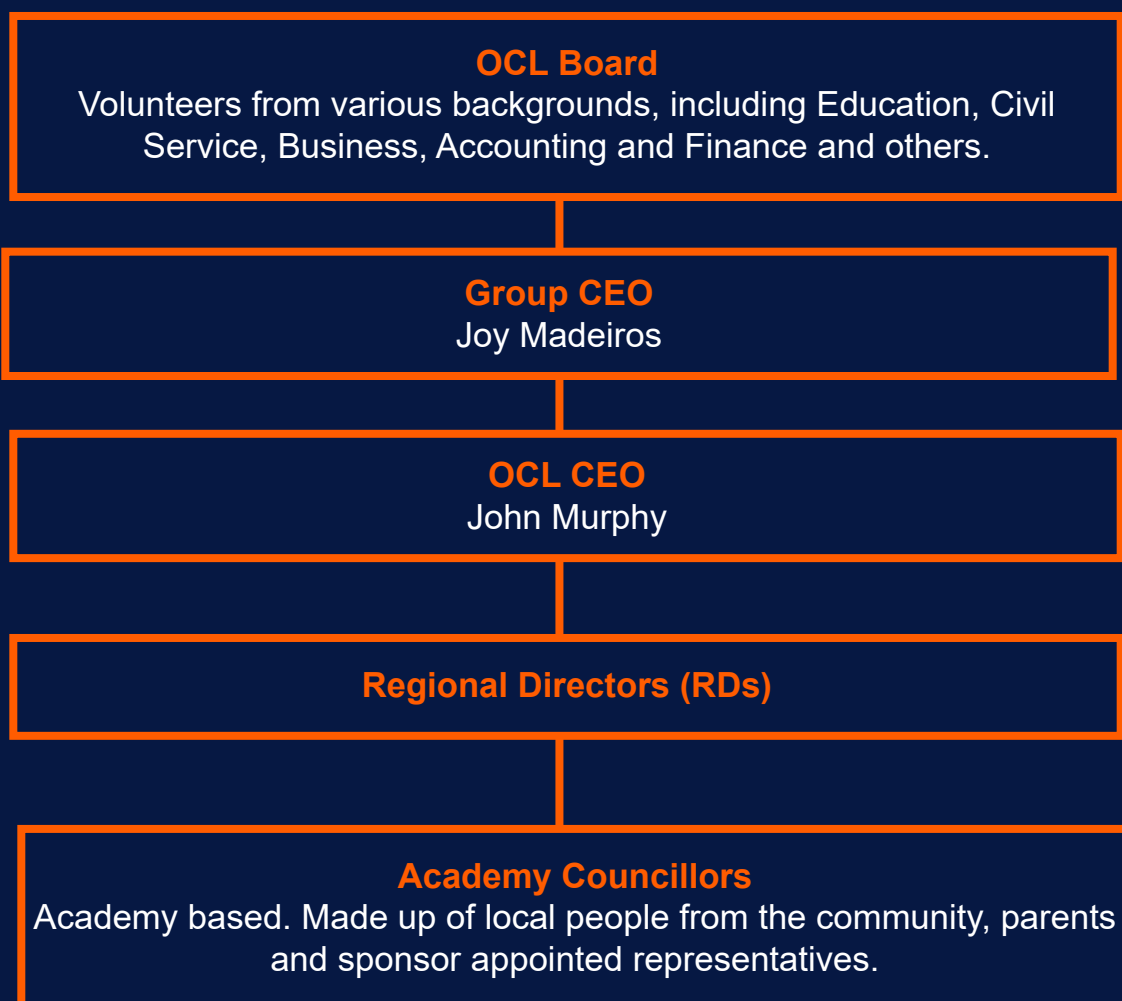
Context of the role and Model of Governance

OCL has made significant progress over recent years, moving from 30% to over 80% good or better Academies.

The professional governance structure of OCL has played a major role in enabling the CEO to develop OCL to this point. The CEO line manages the Regional Directors to enact governance through line management, and line manages the National Directors who inform governance through their leadership of the Monitoring Standards Team which, through a cycle of reviews and a regular evaluation of every academy, develop a clear set of priorities for the RD to address.

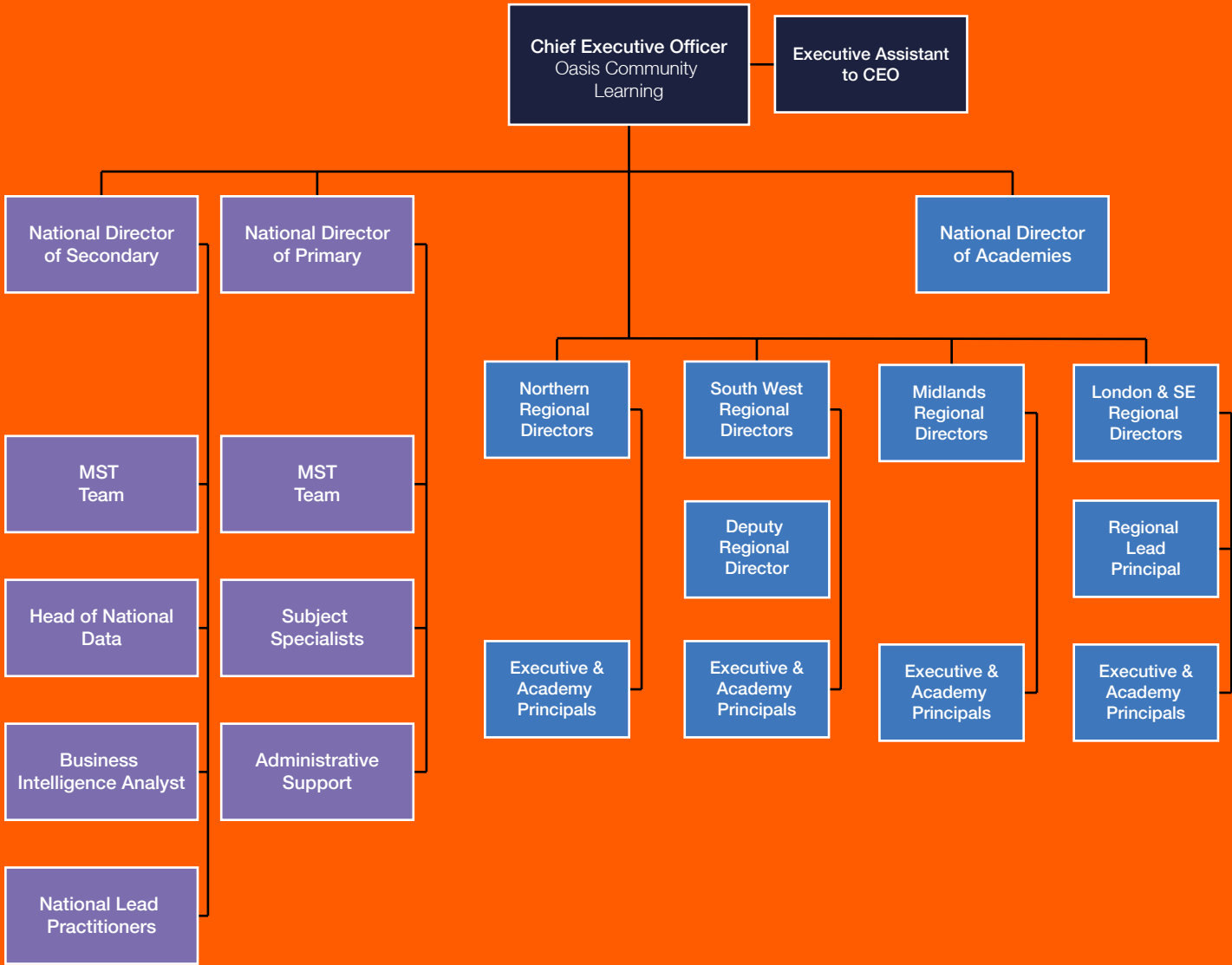
The CEO line manages the Regional Directors ensuring the consistent promotion of the ethos, the drive towards improving standards and Oasis' commitment to a fair deal for all children across the whole organisation.

We want to maintain this structure because we believe that it works, but it is clear that more capacity is required, particularly to support the CEO in their oversight of education governance, ensuring that all our statutory obligations are met, that key risks are identified and effectively managed and that change at all levels is controlled and communicated. In turn, this will enable the CEO to continue their leadership through the line management of the RDs and National Directors and, importantly, to visit academies and represent OCL externally.





Where the role sits



National Director of Academies

Job Description



SALARY:

Available on request.

RESPONSIBLE TO:

Chief Executive Officer (CEO), Oasis Community Learning.

KEY RELATIONSHIPS:

CEO, Regional Directors, Deputy Regional Directors, National Directors of Primary and Secondary, Academy Principals, Group CEO, COO, Director of People, Core Strategy Team members, Regional Service leads, RSCs and Ofsted.

LOCATION:

National role (extensive travel required).

ACCOUNTABILITY:

The postholder is accountable to the CEO, operating with his authority and will work closely with the COO, the National Directors of Primary and Secondary, the Regional Directors and the National Service Directors.

DISCLOSURE:

Enhanced.

JOB PURPOSE:

The National Director of Academies is accountable to the CEO assisting him and acting with his authority to deliver education and governance across all Oasis Academies. The role will deputise for the CEO and act as an ambassador for the organisation. The role will work closely with the CEO, specifically;

- To champion and promote the mission and purpose of OCL, the Oasis ethos and the Nine Habits.
- To create a sense of belonging to the Oasis family of Academies and wider Oasis.
- To deputise for, advise, serve and assist the CEO on any Governance issue and deliver the lead National Governance role of all Oasis Academies.
- To direct, advise, guide and support the regional directors with the authority of the CEO; ensuring that they are aligned to the organisation's vision and ethos and have effective consistent strategies in place for securing rapid and sustained educational progress, assuring professional governance and statutory compliance.
- To play a lead role in the Trust Senior leadership team and the Core Strategy team working with the Chief Operating Officer and Directors of National Services to ensure that the Oasis Academies service offer is fit for purpose and focused on enabling education.
- To lead and manage major risks and escalation from academies.
- To lead on key national initiatives as directed by the CEO.



SPECIFIC RESPONSIBILITIES:

A. CHAMPIONING THE OASIS ETHOS

- To be a champion of the Oasis ethos.
- To direct, advise, guide and support the regional directors with the authority of the CEO in promoting the role of each Academy in community transformation by supporting the development of the Oasis Hub model.
- To work with the CEO for community services in order to ensure integration of Oasis work at all levels.
- To attend key events in the life of OCL and Academies in the organisation as the Oasis representative.
- To directly support the CEO in the Trust working as a systems leader with the DfE
- To attend Academy Council and Hub Council meetings as appropriate.
- To take on other agreed national responsibilities as part of the OCL National Education Team.

B. NATIONAL GOVERNANCE

- To direct, advise, guide and support the regional directors with the authority of the CEO in all aspects of National Governance.
- To be directly involved in strategic and tactical issues providing capacity and support for the CEO.
- To support the promotion of new Oasis Academies in the Trust and oversee their development with the national projects team.
- To be responsible for the governance monitoring systems in place and mandated Oasis governance systems.
- To liaise with the local authorities in all regions and assist the CEO develop all strategic partnerships that will further support the work and effectiveness of the Academies.
- To work in partnership with the trust's National Directors in driving forward performance, standards achieved and quality of education in Oasis Academies across the Trust.
- To work alongside the National Directors in analysing a range of regional and academy level data. To support Regional Directors in the interpretation and use of data in order to raise standards.
- To ensure that the necessary actions needed

to bring about improvement are implemented quickly and effectively and to ensure that such actions have the required impact.

- To work with the National Directors to enable Oasis Academies to develop and disseminate highly effective practice both across the region and nationally.
- To contribute to pre-Ofsted and other Learning Reviews as agreed by the National Directors.
- To be the point of contact for the Regional Directors and service teams for dealing with all critical incidents in the region.
- To be proactive in understanding current local, national and international policy, practice and research in relation to schools working in challenging contexts and advise accordingly.

C. PROVIDING DIRECTION, ADVICE GUIDANCE AND SUPPORT FOR THE REGIONAL LEADERS

- Within the target setting policy, to work with the CEO to set, agree, and monitor challenging and meaningful targets for improved achievement in each Region.
- To conduct with the CEO, the performance reviews of Regional Directors.
- To work in partnership with the National Education Team and the People Directorate to ensure that effective strategies are in place to develop teachers, leaders and leadership across the Trust.
- To work with Regional Directors to achieve economies of scale across the Academies in the region, by sharing resources and expertise across academies and regions.
- To be involved in the recruitment process of all senior colleagues in each region and Academy as appropriate (Deputy and above).

D. ENSURING THE EFFECTIVE DELIVERY OF SERVICES FROM OASIS COMMUNITY LEARNING

- To work in partnership with Chief Operating Officer, and Service Directorates to plan, monitor and review the structure, priorities and delivery of services that will effectively support the education at the heart of community. This includes the following OCL Service Departments (governance, finance, P&E, People, Hub, IT, and Communications).

- To work with the Chief Operations Officer on major organisational change projects across the Trust.
- To work with the Chief Operations Officer on key staffing issues and organisational risks.
- To work with the Chief Operations officer on major budget issues facing the Trust. To review monthly budget statements for each region, and to follow up any significant concerns relating to budget forecasts (in conjunction with the National Finance Director) and the annual budget for each region.

E. LEAD AND MANAGE RISKS

- To be responsible to managing high level risks across the Trust, working with the Regional Directors to initiate, project manage and resolve both strategic and tactical issues as they emerge ensuring that all stakeholders are kept well informed throughout the change process.

F. SAFEGUARDING CHILDREN AND YOUNG PEOPLE

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 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 entailed.

EMPLOYEE		LINE MANAGER	
PRINT NAME		PRINT NAME	
DATE		DATE	

National Director of Academies

Person Specification



	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • General education to degree level (or equivalent). • Professional teaching qualification. • Evidence of recent and relevant professional development. • Right to work in the UK. • Safeguarding Level 3. 	
Experience, Skills and Knowledge	<ul style="list-style-type: none"> • Demonstrable experience of securing rapid and sustained improvement as a school leader and taking a school/s or Academy/ies to at least Good or Outstanding in the OFSTED framework. • Experience of sustaining successful senior leadership posts in more than one school or Academy. • Successful recent experience of school leadership or as a member of an LA/regional/national school improvement team. • Recent experience of leading and managing educational initiatives at school, LA, or regional/national level. • Ability to interpret complex quantitative and qualitative data and use this analysis to inform planning, support and challenge. • Demonstrable experience of raising and sustaining standards in schools. • Understanding and experience of system leadership. • Ability to develop processes that encourage the sharing of best practice across Academies in the region. • Ability to build capacity in colleagues through coaching or mentoring and brokering/delivering INSET. • Experience of leading and managing innovation and change. • Experience of monitoring, evaluating and improving the quality of education provision. • Ability to pursue challenging and rigorous questions and probe explanations. • Experience of Performance Management processes to maximise the contribution of senior colleagues. 	<ul style="list-style-type: none"> • Experience operating at a Director Level or above in a Multi-Academy Trust, Local Authority or the DfE. • Proven track record in developing educational strategies across multiple schools to deliver sustained progress and achievement. • Proven track record of leading highly effective teams and developing/embedding an organisational culture across multiple schools.

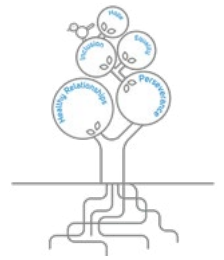
	Essential
Experience, Skills and Knowledge	<ul style="list-style-type: none"> • Experience of managing disparate teams across different business functions. • Ability to build and develop strategic partnerships. • Experience of systems leadership to bring about improvements across an organisation, embedding efficient and lean systems that ensure a quality service and value for money. • Awareness of what makes a successful recruitment campaign and experience of engaging and appointing the best leaders • Knowledge of statutory governance requirements including Health and Safety and Safeguarding • Experience of financial resource management and budget scrutiny. • Excellent interpersonal skills.
Personal Attributes	<ul style="list-style-type: none"> • Passionately committed to safeguarding and the welfare and wellbeing of children and young people. • To work hard and remain fully committed, even when under pressure, always acting with consideration for yourself and others. • Forgiving and committed to healthy inclusive relationships (strong interpersonal & diplomatic skills). • Emotionally resilient and therefore patient and persevering with challenging behaviours and attitudes. • To be hopeful, honest and always act with integrity, taking a rigorous approach to improving standards in order to ensure transformation of students' lives and their wider communities. • Act with humility and as a team player by serving others both in the Academy and the Oasis family. • Able to demonstrate and communicate the Oasis ethos in your behaviours and actions. • Positive, passionate and enthusiastic and able to help others be the same. • Able to keep a sense of proportion by acting with self-control. • To have high aspirations and a commitment to excellence, and to role model this behaviour to others. • Self-disciplined and able to reflect and learn in order develop wisdom and understanding. • Advocacy, facilitation and negotiation skills. • Emotional intelligence. • Calm and diplomatic. • Thrives on change and enjoys working at pace. • Flexible with a capacity for hard work. • Significant personal presence; enjoys being highly visible and meeting with a range of audiences. • Ability to grasp and communicate a complex vision in simple and easily understood terms to a variety of audiences. • A strong sense of accountability for ensuring performance targets are met and Oasis leadership behaviours are modelled at all times. • Determination to secure the sustained improvement of the organisation's Academies. • Willingness to undergo appropriate checks, including enhanced DBS checks.

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
- 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.

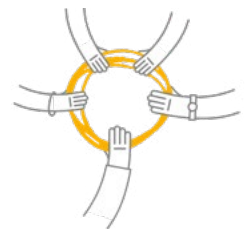
- We deliver education in the context of our Hubs
- We create a culture of excellence for all



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

