



Principal
Oasis Academy
Oldham



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 three years Oasis Community Learning has made rapid progress, with our Academies moving from 30% to 81% "Good" or better with steadily improving outcomes at all phases of education. This is a great time to join the OCL family.

In this pack you will find information on both Oasis Community Learning as a Multi-Academy Trust and Oasis Academy Oldham as a school. We have also included a job description outlining expectations and duties for the role along with a person specification you can use to match your experience and suitability against.

Visits to the Academy are strongly encouraged as you will be able to meet with representatives from Oasis and get a feel for the Academy and all we stand for. Please do get in touch with the recruitment team at oclrecruitment@oasisuk.org/ 0207 921 4226 if you would like a tour of the school.

If you wish to apply for the position with us, please complete all sections of the Application Form attached to the advert or found on our website www.oclcareers.org including the Equal Opportunities form. Following the closing date, shortlisting will take place and all applicants will be contacted about the outcome of their application. If you are invited to interview we will provide further details nearer the time.

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

Very best wishes

John Murphy
Oasis Community Learning CEO

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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%.



29, 000 Students



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





Welcome to Oasis Academy Oldham

Oasis Academy Oldham is an all-inclusive 11-16 Academy in Hollinwood, Oldham. There are currently 1,493 students on roll, of whom 59% are eligible for Pupil Premium and 15% receive special educational needs support. Student numbers have risen so rapidly in the last year that the Academy opened a second temporary site in September 2017 for an additional 120 Year 7 students; Oasis Academy Oldham: Middleton Road Campus. The Academy also continues to be over-subscribed for September 2018. As part of a plan to continue to serve this community, Oasis is opening a partnering Academy, Oasis Academy Leesbrook, where these pupils will transfer into next September. This is a fantastic opportunity for new leadership to really make their mark in the community, providing exceptional education to all.

Oasis Academy Oldham opened in September

2010, replacing South Chadderton and Kaskenmoor predecessor schools. The amalgamation was part of a wider project to support diversity and integration within the local area. The joining of the two schools has strengthened community cohesion and positive relationships are apparent across all groups of pupils within the Academy.

In 2012 staff and students moved into a brand new £30m building on the site of the former Brook Mill on Hollins Road. The Academy is purpose built for 21st century education with outstanding ICT facilities and resources for the whole community including fitness suite, 3G sports pitch, and multi-use games area. Further to some recent support staff re-structuring in 2016/17 the staffing capacity of the school is in a good position and the budget is balanced and in healthy position.

Academy Vision

Oasis Academy Oldham's vision is to *develop respectful and confident learners to achieve excellence for all*. In order to achieve this the Oasis ethos of inclusion, equality, healthy relationships, hope and perseverance underpin the daily actions and work of everyone within the Academy. It aims to make sure students feel included and valued in all areas of their school life, including making decisions about school life. For example, students were recently involved in the rebranding of Academy Houses, coming up with names and meanings behind them and helping to inform the way their icons should look.

The Academy works hard to develop its pupils holistically, preparing them for life outside of education. An improved prefect and student leadership structure has created new opportunities for student voice, and a weekly cultural offer for key stage 3 provides them with opportunities for new and exciting experiences such as instrumental lessons, fine dining and orchestra. The school also partners with local colleges to provide vocational pathways and runs a scholars programme in with local universities aimed at improving the chances of pupils from low income families gaining a place at university.



The Journey So Far

The Academy was judged as 'Requires Improvement' by Ofsted in 2016 and in the same year results were below the government's floor standards. The reality was that standards needed to improve rapidly. Since then huge strides forward have been taken and Oasis Academy Oldham is sitting at number 20 for most improved maintained Secondary School based on Progress 8 data. In 2017 results rose to 47% of students achieving the basics measure, up from just 25% in 2015, and progress improved by more than half a grade to -0.51 across all 8 subjects. Likewise, the proportion of pupils achieving A*/A grades has improved significantly from zero students in 2015 to 11% in 2017. Further work is needed to ensure sustained and rapid improvement, we are proud of the hard work and dedication of the staff team.

Partnerships and Staff Development

The Academy is outward looking and has engaged with a wide range of external partners, both within the Oasis family and beyond to ensure continued improvement. This includes working with national teaching schools, joint English moderation and the National Maths Partnership. Internally the Academy is also always striving for continuous improvement.

A full curriculum review took place which has ensured the academy provides a broad and balanced offer for students but also one that meets current performance measures. The curriculum is characterised by good teaching and learning. The academy has worked well to develop consistent quality assurance, marking, and behaviour management systems.

Our people are at the heart of what we do and the Academy works hard to develop and support its staff, offering an extensive range of

professional development activities. One hour of teachers' directed time is dedicated to CPD each week and the Academy offers a bespoke professional development programmes. Staff have the opportunity to attend training sessions led by industry experts; undertake leadership development programmes and access coaching and mentoring opportunities. The Academy has also recently built a relationship with the newly formed Institute for Teaching.

The enthusiastic staff team are bursting with potential. There is already a strong momentum for progress and we require an exceptional candidate to encourage, inspire and nurture the leadership and wider staff team to ensure sustained transformation and that the best possible outcomes are provided for our students.

Could this be you?

Regional Support

Oasis Community Learning understands that each Academy is unique. Our Principals enjoy both individual autonomy and the benefits that come from being part of a regional and national family of Academies.

As part of the Oasis family of academies in the North, you will enjoy the support and challenge of your peers and the Regional Director, who provide bespoke challenge and support allocated on a needs basis. You can expect high-quality, ongoing professional development. We share accountability and a determination to enable improvement within our Academies.

There is a fantastic opportunity to work very closely with Oasis Academy Leesbrook, our newest Academy opening within the Oldham area. Through strong partnerships between the Academies, you will be able to share best practice, ideas and resources whilst building a strong community presence.

Oasis Hubs

Oasis subscribes to the widely held view that the factors that create disadvantages for children and young people need to be tackled in order to improve their life chances. The Oasis response is the creation of Oasis Hubs.

Developing and running Hubs is all about delivering the purpose of Oasis. Its vision is for community, a place where everyone is included, making a contribution and reaching their God-given potential. To this end Oasis staff are committed to working in an inclusive, integrated, empowering and comprehensive way so that all people experience wholeness and fullness of life. They want to see local communities that are characterised by trust, safety, cohesion, mutual support, vibrancy, health and opportunity, and have increasing capacity to address their own issues. Oasis want those who are excluded brought back into the community and to find wholeness and fullness within life.

The Academy is part of the Oasis Hub Oldham, a very active Hub offering a range of services to benefit the community. Sharing the Hub space with Oasis Academy Limeside and Oasis Academy Leesbrook, all ages within the community benefits from a multitude of programmes specially designed to help everyone reach their potential and feel included. The programmes run at the Hub include Chef School, Adult learning, EAL projects, Police Cadets and Health & Wellbeing. They have also recently started working on a new project to help tackle homelessness and set up a memorial gardens for the community. Through close connections within Hollinwood, the Hub is also involved in a job club, foodbank, community farm, time bank and credit union.

About the Role

This is a significant and unique opportunity to lead our Academy on the next stage of its journey to becoming outstanding. We are looking for a driven, experienced individual with high expectations who will:

- Value our children as individuals.
- Be ambitious for all our children's outcomes both academic and beyond.
- Seize on potential of all individuals and enable them to excel.
- Be a strong leader in our community who is passionate about education.
- Work with the Academy Trust in partnership towards success.

You will have a strong clear vision for education and a track record of outstanding leadership, and be able to lead the Academy, rigorously ensuring the delivery of high quality teaching and learning. You will establish a healthy, safe, caring environment where every child can reach their potential in a welcoming and strong community.

As part of Oasis Community Learning, a growing family of Academies, you will be given support along the way both regionally (with 7 Academies in the North West, 15 in the North) and nationally (49 Academies).

In your first 12-24 months in post your key priorities will be:

- Ensure the Academy is well-placed to secure at least good, but ideally outstanding, judgement at the next Ofsted inspection.
- Ensure all students from Year 7 to Year 11 have access to a broad, balanced and differentiated curriculum offer enables them to realise their full potential. This includes ensuring a robust and consistent approach to assessment without levels.
- Provide development and direction to the academies leadership team, ensuring that effective distributed leadership is in place at all levels to enable the Academy to move forward with demonstrable success that exceeds national standards.
- Secure substantial improvement in progress for all groups, particularly our disadvantaged pupils.
- Ensure pupils have the capacity and resilience to learn independently from their mistakes and appropriate stretch and challenge is in place for our most able pupils.
- Further improve the quality of teaching and learning so that all teaching is good and outstanding.
- Further promote high student aspirations and a continued commitment to a culture of ambition and improvement, eliminating passivity within lessons.
- Ensure a consistent, relevant and rigorous approach to homework is embedded across the academy.
- Reduce absence and persistent absence, particularly amongst our pupil premium pupils.
- Take steps to reduce the number of fixed term and permanent exclusions, while still focussing on high standards of pupil behaviour.



Job Description

Post:

Principal

Responsible to:

Regional Director

Key Relationships:

Oasis Community Learning Chief Executive Officer, Regional Director, National Director for Primaries, other Academy Principals, the Academy Council, and Oasis Community Learning Board of Directors.

Location:

Oasis Academy Oldham, Greater Manchester

Working Hours:

Full Time

Job purpose:

The Principal will be accountable for the leadership, internal organisation, management and control of the Academy. It will be for him/her to lead the staff in realising the vision of establishing and developing a unique, extended learning community which will cater for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally.

The Principal will ensure that the Academy not only serves students but also provides a learning hub for the whole community.

It will also be vital for the Principal to ensure that the Oasis ethos of compassion and inclusion and the values that flow from it permeates every aspect of the Academy's life.

Key Responsibilities:

In seeking to realise the vision for the Academy, the Principal would be expected to carry out the following duties and to recognise that the list is only indicative and that there might be other, similar duties which he/she might be required to carry out.

Specific Responsibilities:

A. STRATEGY

- Formulating the aims and objectives of the Academy against the Purpose, Ethos and Values of the Academy, as well as the overarching Educational Principles, in accordance with the Oasis Philosophy of Education
- Producing and implementing the Academy SEF and Academy Development Plan, setting strategic targets and performance indicators.
- Ensuring the Academy is a unique model of learning for the community by integrating adults and students in line with the founding principles.
- Ensuring the Academy is an integral part of the hub and serves as a model of community transformation.

SPECIFIC RESPONSIBILITIES:

A. ACADEMY IMPROVEMENT

- To monitor, challenge and support Academies within the family that are identified as causing concern in a range of contexts and be accountable to the Regional Director for this work.
- To work in close partnership with your Regional Director and the National Directors of Primary and Secondary to contribute to an overview of Academies with concern, working to provide appropriate support and intervention.
- To critically evaluate each Academy's performance and ensure performance targets are met. This includes evaluation of data and working in partnership with the Regional Director and Monitoring Standards Team as part of the review cycle to ensure rigorous evaluation and quality assurance and sustained improvement.
- To ensure evidence-based improvement plans and the necessary actions needed to bring about improvement are implemented quickly and effectively and to ensure that such actions have the required impact.
- To secure, sustain and quality assure effective, high quality teaching and learning by ensuring each Principal has in place sound strategies for monitoring and evaluating the quality of teaching and standards of pupil progress and achievement, setting targets for rapid improvement of all students, including those in vulnerable groups or from disadvantaged backgrounds.
- To secure the improvement of leadership and management in the Academies you are working with.
- To champion the Oasis ethos and lead by example developing leadership capacity at all levels, through a range of means including coaching and mentoring.
- To support Academies to plan for improvement, both individually and as a family.
- To facilitate the deployment of Academy-to-Academy support and intervention strategies for Academies you are working with, reporting frequently to the Regional Director.
- To support and guide Principals in

their leadership of staff to enable the achievement of the highest possible standards.

- To work with Principals to develop a shared vision and strategic plan for improvement in line with the Oasis ethos and key targets.
- To support the Principals with the production, implementation and monitoring of their ADP's and SEF's.
- To report regularly on the performance of each Academy you are working with, presenting information appropriately for the range of audiences (Regional Director, National Directors of Primary and Secondary Academy Councils, and Parents etc.).
- To work with political and financial astuteness, planning for the future needs and further development of the Academies you are supporting.
- To support Academies in developing and maintaining existing partnerships within the family of Academies.
- To analyse a range of student level data in their Academies and to support Principals in the interpretation and use of data to raise standards.
- To ensure that the Academies move forward for the benefit of their students and their wider communities.

B. TEMPORARY ACADEMY LEADERSHIP

- To temporarily take on the full responsibilities of Principal or Executive Principal within an Academy, dependent upon the requirements of a specific situation.
- During the period of placement, to monitor and take overall ownership for the performance, standards achieved and quality of education in the designated Academy.
- To intervene, challenge and support senior and the wider staff body to ensure high quality education for all students and the highest standards of learning and achievement in accordance with statutory requirements.
- To actively manage Ofsted inspections and other external visits (e.g. DfE) alongside the Regional Director.
- To develop effective organisational and management structures and systems for the Academy, ensuring sustainability and

effective succession planning.

- To develop partnerships with Academy Councilors, students, parents, the local community and other key stakeholders, including but not limited to attending Academy Council meetings.
- To create and communicate a shared vision, ethos and strategic plan that inspires and motivates all stakeholders and reflects the needs of the Academy and the wider community, both as part of OCL and in the wider context.
- To translate the Academy and Oasis vision into clear objectives that promote and sustain Academy improvement.
- To ensure that the Academy moves forward for the benefit of its students and their community.

C. GENERAL RESPONSIBILITIES

- To be a member of the National Education Team (NET) and fully participate within this group.
- To take responsibility and be accountable for specific national or regional project work as required.
- To keep abreast of local, national and international policy, practice and research in relation to schools working in challenging contexts and advise accordingly.
- To contribute to the Trust Improvement Plan (TIP) and individual Academy Development Plans (ADP's), for the Academies you are working with.
- When required, to support the promotion of new Oasis Academies in the locality and support their development, working closely with the Regional Director, National Directors of Primary and Secondary and the national projects team.
- When required, to be part of pre-Ofsted and other Learning Reviews with the Academies.
- To work with the Academies to develop and disseminate highly effective practice across the locality and nationally, as required.
- To promote, identify and disseminate good practice to improve standards of teaching and learning in OCL Academies.
- To regularly self-evaluate, set personal targets and take responsibility for one's own professional development.
- To take responsibility for your own learning and development and regularly undertake

both mandatory and optional training and learning opportunities.

D. CHAMPIONING THE OASIS ETHOS

- To promote the role of each Academy in community transformation by supporting the development of the Oasis Hub model.
- To attend key events in the life of the Academies in the locality as the Oasis representative as required.
- To attend Academy Council meetings as appropriate.

E. OTHER

- To meet with the Regional Director once a fortnight as a minimum to feedback on the progress being made by each Academy.
- To travel to other regions within the Oasis family as required, to support colleagues and attend national meetings, conferences and training.

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 and safeguarding training.

Senior members of staff are required to undertake Safer Recruitment in Education training.

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

The person undertaking this role is expected to work within the policies, ethos and aims of OCL and to carry out such other duties as may reasonably be assigned by the Regional Director. 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 duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

Principal

Person Specification



As evidenced in application form and interview	
Qualifications and Professional Development	<ul style="list-style-type: none"> • NPQH (desirable) • Qualified to degree level • PGCE (or equivalent) – Qualified to Teach in the UK • Evidence of recent, relevant professional development
Experience	<ul style="list-style-type: none"> • Leading and managing people individually and in teams to a high standard • Managing change through bringing innovative ideas to traditional approaches to teaching and learning • Managing and improving the curriculum offer resulting in demonstrable impact • Understanding and/or experience of managing finances and ensuring financial sustainability • Experience of managing risk across a school or organization • Experience of operating an organisation from a Health and Safety perspective • Breadth of experience in school leadership, e.g. one or more from the following: pastoral and academic leadership experience; teaching in several contrasting schools or working in other sectors beyond education • A proven track record of effective Headship or senior leadership in an urban primary or secondary school, ideally graded as good or outstanding by Ofsted • Experience of working effectively with the local community
Knowledge, skills and Understanding	<ul style="list-style-type: none"> • A wide knowledge of current and proposed education policy and the legal framework within which Academies and schools must operate, particularly in relation to safeguarding • A wide understanding of the links between education and community transformation • An ability to effectively prioritise and plan for self, others and the organization • An ability to problem solve and think creatively when dealing with complex issues • An ability to develop and communicate a complex vision in simple and easily-understood terms to a variety of audiences • An ability to manage and empower others to maintain high standards of student discipline in order to ensure a positive climate for learning • An ability to lead Academy-wide improvement initiatives that have a demonstrable impact on student attainment
Personal Skills and Attributes	<ul style="list-style-type: none"> • Passionately committed to safeguarding and the welfare and wellbeing of children and young people • Willingness to undergo appropriate checks, including enhanced DBS checks • 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 pupils 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, enthusiastic, and able to help others be the same • Able to keep a sense of proportion by acting with self-control • Act with authenticity and integrity • 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.

The Oasis Vision for Education

Exceptional Education at the Heart of the Community



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

As an organisation, with a rooted Christian ethos, our philosophy of education is underpinned by three important Hebrew principles: Inspirational Leadership, Deep Learning and Healthy Communities.

Inspirational Leadership: Rabbi (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.

Deep Learning: Yada (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.

Healthy Communities: Shalom (peace; completeness; nothing missing; nothing broken; well-being, 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.

THE 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 across 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 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 the local community by working with it to transform learning aspirations and opportunities.

As a family, Oasis Academies work interdependently, benefiting 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 development.

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

