



Associate Assistant Principal - With responsibility for maths

Application Pack



Welcome from the Principal

You are reading this application pack at an exciting time for our school.

I am sure that you will do your research on the academy and see that we are overcoming our challenges. We do not shy away from that.

In fact, it is something that drives us on; we are determined to provide our students with the very best possible education.

Our mission is simple: to create a community of chances and choices. Our students are getting experiences that are the envy of many other schools, and our results are on a positive trajectory.

Our wider community is diverse, and our students are respectful and confident learners who deserve the very best. They learn in a state of the art £30million building and we work with a wide range of local partners to provide a wealth of extra-curricular opportunities.

We have a culture that actively wants to embrace new ideas and best practice that will support and engage our

students. We want to challenge the norm and set our expectations high.

That is what I believe makes this role so appealing. You will have a real and demonstrable impact that will help transform the life chances of our students. You will be supported to work in a forward-thinking and dynamic school that understands the challenges and demands of the job and seeks to ensure a high level of staff job satisfaction and overall well-being.

You will also join the wider Oasis Community Learning network, an organisation committed to the provision of high performing schools and healthy communities in a nurturing and inclusive system.

This means that the career progression opportunities for talented educationalists are enviable.

You will work with our partner schools, both across Oldham and at a national level. We support colleagues in their professional development with a wide range of National Professional Qualifications.

In school, we pride ourselves on a delivery of a high quality, bespoke extensive programme

of professional development which is succeeding in rapidly raising standards of teaching and learning.

If you choose to join us, I am sure you will find your working life rewarding, stimulating and fulfilling. You will find that there are great opportunities to contribute in a range of ways to the work of the academy and to your own personal and professional development.

Prospective candidates for posts at all levels are warmly welcomed and strongly encouraged to visit us prior to application.

I look forward to receiving your application and welcoming you in person.

Dominique Gobbi
Principal



About our Academy



We are a diverse, co-educational academy that takes students from across Oldham and Manchester.

We have around 1,400 student learning with us, and a strong team of dedicated and experienced teachers who help our young people excel and achieve.

Our multi-million pound inspirational building has state-of-the-art classroom facilities as well as specialist areas; which include a well-stocked Learning Resource Centre, fitness suite, dance studio, ICT suites and some of the best sport facilities in the area.

Our goal is to provide excellent opportunities in an honest, respectful, positive and purposeful climate, to help our students become lifelong learners and responsible, successful, well rounded citizens.

Through our exciting enrichment programme, strong focus on pastoral support and care and a firm belief in the power of community, we are realising our goals.

We have four key priorities that will drive all our work over the coming year. These are:

- 1. Improving the engagement of our parent community**
- 2. Improving the literacy of all our young people**
- 3. Building a collaborative and positive school culture for all our staff and students**
- 4. Ensuring all aspects of leadership & teaching are well-planned and well-executed**





The Oasis Education Charter

Ethos + **Learning** + **People** +

Rooted in
what we
believe

Who am I?
Who am I
becoming?

Exceptional
strength and
opportunity

Purpose + **Inclusion** + **Curriculum**

In partnership
with our
communities

Driven
through
passion

The heart of
educational
provision

Exceptional Education at the Heart of the Community



Vision and Values

Our vision is to ensure all students are equipped with the skills, abilities and qualifications to pursue a fulfilling career and become responsible, respectful, global citizens.

Our values are RESPECT, BELIEVE, INSPIRE, RESPONSIBILITY, CARE and RESILIENCE.

These values underpin our actions and thoughts, and are the basis of ensuring every student enjoys their time at the academy.

RESPECT

We will value and show appreciation for each other and our environment.

BELIEVE

We will develop in confidence, believe we are capable of achieving our goals and make a positive difference to our lives and the lives of others.

INSPIRE

We will inspire students to exceed expectations and inspire each other.

RESPONSIBILITY

We are responsible for ourselves and each other. Together we are responsible for becoming the citizens of tomorrow.

CARE

We will look after and care for ourselves and each other by showing kindness, valuing diversity and resolving our differences fairly.

RESILIENCE

We will be able to overcome difficulties and problems. We will not let things set us back from achieving our goals.

Oasis 9 Habits

As part of the Oasis family, we are committed to developing a deeper understanding of what it means to become the best version of ourselves. We recognise that our characters and our behaviours are key to this, as is being able to ask and respond to profound questions about life and purpose. We also acknowledge the importance of the need for a high level of self-awareness as we each engage in the journey of personal development and transformation. To help us with this, we have developed the Oasis 9 Habits – the bespoke Oasis approach to personal development and formation. The 9 Habits are an invitation to live a different way – a way characterised by being Compassionate, Humble, Patient, Honest, Joyful, Considerate, Hopeful, Forgiving and Self-controlled.



Application details

We hope you find the information pack helpful.

If you feel that this is a post for which you would like to apply, please complete all sections of the Application Form along with the Equal Opportunities monitoring form (CVs are not accepted) and return it to recruitment@oasisoldham.org

Closing date for applications is 24th February 2020.
Interviews will take place shortly after.

If you would like to know more about us before you apply please see our website www.oasisacademyoldham.org, or if you are not clear about any aspect of the application procedure, do not hesitate to contact the school for clarification.

We wish you well and thank you once again for your interest in what we think will be a challenging and rewarding post



Job Description

POST: Associate Assistant Principal - with responsibility for maths

KEY RESPONSIBILITIES:

In addition to those professional responsibilities, which are common to all teachers, the post holder will provide professional leadership to ensure standards of attainment and progress for all students, particularly in maths, improves rapidly and the quality of teaching is purposeful and engaging.

POST RESPONSIBLE TO:

The Principal

GRADE:

L1 to 10

KEY RELATIONSHIPS:

Academy Leadership Team; relevant teaching and associate staff; LA representatives; partner professionals; parents; local community; other Oasis Academies and Oasis Community Learning central staff.

LOCATION:

Oasis Academy Oldham, Hollins Road, Oldham, OL8 4JZ

WORKING PATTERN:

Full-time and as described in the School Teachers' Pay and Conditions Document

DISCLOSURE LEVEL:

Enhanced

RESPONSIBILITIES

Specific tasks related to job purpose:

- To be an established and high profile member of the academy's senior leadership team
- To work with key members of the academy's leadership team to continue to improve the quality of teaching and learning
- To consistently model the highest of professional standards in role as a senior leader to all across the academy and local community
- Put in place systems and strategies to significantly raise attainment and progress, particularly in maths
- To develop curriculum at both key stages three and four to ensure it meets the needs of all students
- Develop teaching and learning within the faculty and provide bespoke professional development for all staff

- To track and monitor student progress and ensure appropriate interventions are made
- Ensure marking and feedback is exemplary leading to real improvements in students' progress and work in books over time
- To develop and open, collaborative and purposeful climate
- To rigorously implement the academy's quality assurance policy and framework
- To work to engage and involve vulnerable families and parents in improving pupils' behaviours
- To be high profile around the academy supporting all staff to manage incidents of poor behaviour where they occur

Job Description

Areas of Specific Accountability:

A. Strategic Direction and Development

- To be a dynamic and supportive member of the Leadership team of the Academy, playing an important role in its drive to become a leading edge, innovative, high performing, and emotionally intelligent Academy, fit for the 21st century
- To make a significant and notable contribution to the strategic development of the Academy as well as taking personal responsibility for the monitoring and successful completion of the strategic plan and playing a leading role in the annual quality assurance cycle of monitoring, evaluation and review.
- To energetically support the management of an agenda of significant change, to raise standards and outcomes in all areas of Academy life as it moves to become a leading edge Academy
- To actively support as well as strategically develop and maintain Academy policies and practices that promote high expectations, high achievement and inclusion through effective teaching, learning and behaviour modification.
- To work at the direction of, and in conjunction with, the Principal in drawing up the academy improvement plan.

- To contribute to the academy's self-evaluation processes and ensure rigorous triangulation between key areas of responsibility to effectively evidence impact
- To strategically plan and implement a regular series of meetings with Faculty Leaders to ensure that they are working in unison to produce the highest levels of education.
- To actively engage and liaise effectively with all stakeholders including parents, members of the Academy Council, feeder schools, secondary schools and colleges, business and community partners, and the wider community as appropriate, all in line with Academy strategic objectives.
- To be actively involved in networking with other Academies, innovative and high achieving schools through Oasis Community Learning and other relevant networks; in order to strategically learn more about the ways that other institutions are effecting change and transformation.
- To maintain an agenda of success and achievement for the school at all times

B. Quality of academy provision

- To secure and sustain good and outstanding teaching.
- To be a lead learner and model outstanding teaching practice across the academy

- To actively seek opportunities to collaborate with other Academies, innovative and high achieving schools through Oasis Community Learning and other relevant networks to share and develop excellent pedagogies.
- To actively liaise with inspectors, advisors, consultants and relevant outside agencies in ensuring the highest possible practices in teaching and learning to support progress and achievement.
- To ensure that within his / her area of responsibility all Academy policies regarding the establishment and maintenance of high quality teaching and learning are fully implemented.
- To ensure that the highest standards in teaching and learning are continually modelled to all staff to help improve their personal classroom performance.
- To ensure that the subject review process is effective in raising standards of performance in the classroom.
- To actively work with the other members of the leadership team in ensuring that the Academy's CPD programme is effective in raising standards of classroom performance.
- To have a teaching commitment in line with the other Assistant Principals within the Academy.

Job Description

C. Leading and Managing Staff

- To set high standards as a leader, modelling at all times, the highest possible standards of professionalism, ethical leadership, dress sense and personal behaviour.
- To work actively with other members of the Academy Leadership Team in monitoring the performance of both professional and co-professional staff in line with the Academy's performance management policies, strategies and practices.
- Take the lead co-ordination for specifically designated key aspects of Academy organisation and management.
- To work, through the Academy's line management system, with appropriate staff, in ensuring a safe working and learning environment through application of appropriate risk assessment and adherence to current Health & Safety regulations.

D. Accountability

- To have accountability for raising standards of behaviour and safety across the academy.
- To reduce the overall proportion of exclusions, particularly for key vulnerable groups.
- To ensure improved consistency in the delivery and implementation of the behaviour policy.
- With all senior leaders have accountability for ensuring every student achieves their potential

E. Working with the community

- To form a fulfilling and trusting partnership with parents and carers that will actively and positively contribute to the successful education of their child.
- To actively support the Hub concept in planning and implementing events designed to both involve and strengthen the Academy's local community.

F. Safeguarding children and young people

- 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 an enhanced DBS check

G. Other Duties

- The post holder will be subject to performance objectives agreed annually.
- The post holder is expected to carry out such other duties as may reasonably be assigned by the Principal.
- To take on any whole school initiative or responsibility that the Principal may direct.

Associate Assistant Principal Person Specification

Our Purpose

Oasis Academies exists to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally.

Our task is to serve our students as well as to 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.



Job Description

	Essential	Desirable
Qualifications/ Development	<ul style="list-style-type: none"> • Qualified Teacher Status • A degree in relevant or related subject • Evidence of a commitment to own professional development • Recent relevant in-service training in the subject area • Evidence of training with focus on current curriculum developments 	<ul style="list-style-type: none"> • Degree
Skills and knowledge	<ul style="list-style-type: none"> • Use and impact of data on learning at a strategic level • Ability to implement strategies to raise achievement within a team • Ability to contribute to the positive management of student behaviour • CPD of self and others • Ability to inspire both adults and young people • Excellent communication and presentation skills • Confident user of ICT • Intervention strategies to ensure progress for those at risk of under achievement • Ability to coach, mentor and deliver training to staff • Ability to form and promote positive relationships with staff, students, parents, the local community and outside agencies • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours and attitudes • Well-developed emotional intelligence 	<ul style="list-style-type: none"> • Evidence of being an outstanding/ good classroom practitioner • Ability to teach across the full age/ ability range • Effective practitioner of AFL and leading others

Job Description

	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"> • To have a love of and infectious enthusiasm for learning • Lead by example • Highly organised • Analytical approach • Perseverance and resilience • Meet deadlines and manage a fluctuating workload • Honesty and integrity • Outstanding interpersonal skills and the ability to relate well to a wide range of people • Excellent sense of humour • Willingness to innovate • Strategic thinker • Ability to support and challenge others • Belief and commitment to comprehensive education, inclusion, community cohesion and the ECM agenda • High personal standards • Optimism • Willingness to engage students outside of hours • A determination for self and others to be the best you can • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours and attitudes • Well-developed emotional intelligence • Commitment to safeguarding and promoting the welfare of children and young people. • Commitment to the value and promotion of vocational and work related learning • Willingness to undergo appropriate checks, including enhanced DBS checks. • A willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos. 	
Experience	<ul style="list-style-type: none"> • Track record of improving achievement and attainment at strategic level • Effective team leadership which includes the empowerment of others • Experience of self-evaluation and action planning • Experience of producing performance management targets with a team of staff • Experience of monitoring set targets in a workload to relate well to a wide range of people • Managing the professional development of a team of colleagues • Management of a team to ensure at least good student provision • Leading the implementation and development education, inclusion, community cohesion and of curriculum initiatives • Effective at both KS3 and KS4 of leading other's practice 	



Oasis Academy Oldham

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www.oasisacademyoldham.org