



**Executive Principal**  
Oasis Academy  
Isle of Sheppey



# Executive Principal at Oasis Academy Isle of Sheppey

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 79% "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 Isle of Sheppey 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 Corrina O'Beirne on 01273 222 877 or Phil Watt on 01904 567818 at our recruitment partner Propelo 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](http://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

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

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 from 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 transforming them.

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 from 30% to 79%.



49 Academies



25, 000 pupils



Over 4700 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 principals 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





## Oasis Academy Isle of Sheppey

Oasis Academy Isle of Sheppey joined the Oasis family in January 2014 as a co-educational secondary Academy and Sixth Form Centre. The Academy is located across two locations in the neighbouring areas of Minster and Sheerness. Both locations boast coastal views, very affordable housing and fast, accessible networks from London and Kent. There are currently 1,512 students on roll, 54% of which are eligible for Pupil Premium.

Having benefitted from a £57 million investment programme, Oasis are proud of the transformation of the Academy into a world-class teaching and community centre. The site contains cutting edge ICT facilities, a 250-seat auditorium, indoor and outdoor sports facilities, an engineering/construction centre, a beauty salon, motor vehicle workshops and recording studio, all used innovatively and creatively throughout the curriculum.

The Academy operates a responsive and relevant curriculum, tailored throughout the school journey, ensuring students experience challenge and success. With special programmes and pathways in place for literacy and numeracy catch up, behaviour and attendance management and vocational career pathways our Academy aims to give each of our young people the chance they deserve to reach their potential from year 7 through to post 16. We believe strongly in our ethos of inclusion and aim to champion this throughout all aspects of our daily life at school, including the curriculum.

Whilst the Academy possesses many strengths, we are looking for a passionate, driven individual to improve our school rapidly. In March 2017 the Academy was judged as requiring improvement with Good for Sixth Form by Ofsted, the same judgement they received when inspected two years previously. There is already a strong momentum for progress and a marginal improvement in results in summer 2017, with Progress 8 at -0.41 up from -0.55 in 2016, however it is important to recognise that further and rapid improvement is still required in order to ensure the best possible outcomes for our students. We are wholeheartedly committed to creating a school which is not only a world class centre of educational excellence, but a focal point of belonging for the young people of the Isle of Sheppey.

We are looking for someone who can see the potential in our Academy and its community. There is a real opportunity here to change lives through developing collaborations with local primaries to boost admissions and reputation, the local government to explore the development of full wraparound care (including mental health workers, social workers GPs and dentists) and to develop new provisions for outstanding therapeutic alternatives. This is your chance to make your mark.

*“Together we will create outstanding, inspirational education in a vibrant, inclusive environment that will transform the learning and lives of those we serve. Together we will unlock and celebrate the unique and limitless potential of every individual, to lay the foundations for a successful and fulfilling future. Together we will build the school of choice where all feel pride in belonging to a happy, caring family; the heart of our community.*

*Our Oasis, our Sheppey.”*

# 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 London & South East, you will enjoy the support

and challenge of your peers and the Regional Directors, 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.

# 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.

As Executive Principal this is fantastic opportunity for you to further bring this community together. Through building partnerships with local businesses and services, such as healthcare, police, charities and with the parents and carers of our young people there is a real chance for you to be a figurehead in this community and make our Hub thrive. The Academy has a renowned programme, for volunteering which the post 16 students are passionate about, called the Dementia Café. Recently nominated for an award with the Alzheimer's Society it is not only one of the prides of the Academy but of Oasis Community Learning.





## About the Role

This is an unrivalled opportunity to lead a large co-educational secondary Academy and Sixth Form Centre and make a significant impact on the outcomes of students and the wider community.

We are seeking a dedicated, experienced and visionary leader with a clear philosophy of education to create an outstanding centre of educational excellence for the communities of Minster and Sheerness.

Passionate about education and with a strong track record of outstanding leadership, you will lead the Academy forward, being rigorous in ensuring delivery of the highest quality teaching and learning and a creative and challenging curriculum. You will build a healthy, safe, caring environment where community is paramount and where every child can reach their full potential.

This is no easy journey. It will take resilience, determination, vision and commitment to achieve this. As part of a growing family of Academies, you will be committed to the Oasis ethos of inclusion, equality, healthy relationships, hope and perseverance.

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

- Build strong links within the community and effectively market the Academy as a 'school of choice' so that it is over-subscribed.
- Ensure the Academy is well placed to secure a judgement which is at least good and ideally Outstanding at its next Ofsted inspection.
- Ensure that the quality of teaching is at least good and that this results in accelerated progress in all year groups across the Academy.
- Ensure that effective distributed leadership is in place at all levels to enable the Academy to move forward with demonstrable success that exceeds national standards.
- Establish and maintain high standards of student discipline in order to ensure a positive climate for learning.
- Recruit, develop and retain high quality teaching, support and operational staff who are able to deliver excellent education to our students.
- Enable all students to have access to a broad, balanced and challenging curriculum which will enable them to realise their full potential and ensure they are well prepared for their next stage in learning.
- Successfully integrate the Academy into the wider community. Be outward looking and explore opportunities to further develop the potential of the academy in order to have a wider impact on the communities in which it serves.



# Executive Principal

## Post:

Executive Principal

## Responsible to:

Regional Director

## Key Relationships:

Oasis Community Learning Chief Executive Officer, Regional Director, National Director of Monitoring and Standards, other Academy Associate Principals, Principals and Executive Principals, the Academy Council, Regional HR Business Partner, Regional Finance Manager and Oasis Community Learning Board of Directors.

## Location:

Oasis Academy  
Isle of Sheppey

## Working Hours:

Full Time

## Disclosure Level:

Enhanced

## Job Purpose

The Executive Principal will be responsible for the innovative and fundamental change that is required to make Isle of Sheppey education world class. The Executive Principal will be responsible for strategic leadership, management and outcomes for the two site secondary academies on the island ensuring the long-term success of each Academy by building leadership capacity and maximising potential through the skills and resources held within each Academy. Additionally, the Executive Principal will lead an application for the development of a two site Alternative Provision on the island for students with emotional, behavioral and social difficulties. The Executive Principal will explore further and stronger collaboration and potential federation with the primary schools on the island.

## Specific Responsibilities

### A. Line Management of Principals

- To provide leadership, management, support and challenge to the Principal of each Academy across all aspects of their work.
- To agree challenging and meaningful targets for improved progress and attainment by supporting academies in self-evaluation and improvement planning.
- To conduct, with the relevant Academy Council Chair, the performance reviews of the Principal and to give recommendation for any pay progression to the Regional Director. To also take part in Strategic Reviews.
- To be involved in the recruitment process of senior colleagues at each Academy.
- To lead by example and develop leadership capacity at all levels, through a range of means including coaching and mentoring.

### B. Responsibility for specified academies

- To monitor and take overall ownership for the performance, standards achieved and quality of education in the designated academies.
- To critically evaluate and have ownership for each academy's performance and ensure performance targets are met. This includes the undertaking of challenge and review meetings with Principals as well as evaluation of data and working in partnership with the Monitoring Standards team as part of the review cycle to ensure rigorous evaluation and quality assurance and sustained improvement.

- To analyse a range of pupil level data in their academies and to support Principals in the interpretation and use of data to raise standards.
- To ensure evidence-based improvement plans and 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 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 pupils, including those in vulnerable groups.
- To be part of pre-Ofsted and other Learning Reviews with the academies.
- To sign off any visits/trips/ expeditions to be undertaken by academies in the locality, in accordance with the OCL Policy.
- To support the Principals with the production, implementation and monitoring of their ADP's and SEF's.
- To support and guide Principals in their leadership of staff to enable the achievement of the highest possible standards.
- To develop effective organisational and management structures and systems for each academy, to ensure sustainability and effective succession planning.
- To develop partnerships with Academy Councilors, pupils, parents, the local community and other key stakeholders, including attending Academy Council meetings.
- To actively manage Ofsted visits and other external inspections alongside the academy Principals.
- Practically, to spend a minimum of one day per week in each of the academies you are responsible for.

### C. Services and Resource

- To ensure collaboration and the efficient and effective management of resources between Academies.
- To work with Principals to achieve economies of scale across the academies in the locality.
- To work with Principals and relevant service leads in the formulation of their annual budgets, to be approved by OCL.
- To use expertise to strategically advise Principals on managing their budget, learning environment and facilities to ensure the needs of the curriculum and health and safety requirements are met.
- To work with Principals and the Regional Director in evaluating service delivery to the academies and ensuring value for money and quality assurance.



## **D. Championing the Oasis Ethos**

- To embody the Oasis in all that you do and to champion it in your interactions with staff, students, colleagues and all external stakeholders.
- To ensure the academies you are responsible for work as a family and that you personally drive sharing best practice and facilitation of school-to-school support.
- 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.
- To attend Academy Council meetings as appropriate.

## **E. Leadership Development and Succession planning**

- To be fully committed to leadership development and developing leadership qualities in all staff. As part of this, to act as a role model and ensure that you are continually developing your own character and competence as a leader, and embodying this in all interactions.
- To be the driver of continual professional development, acting as an ambassador for the People agenda and marketing available opportunities for development within your schools.
- To take a proactive approach to career development and succession planning within your academies, encouraging and facilitating development opportunities and intentionally planning for the future.

## **F. Strategy**

- To formulate the aims and objectives of the Academy in accordance with the Oasis Philosophy of Education.
- To produce and implement the Academy SEF and Academy Development Plan, setting strategic targets and performance indicators.

- To ensure the Academy is an integral part of the hub and serves as a model of community transformation.

## **G. Leadership of Staff**

- To ensure the Academy is adequately and appropriately staffed, recruiting as necessary in accordance with OCL's People policies and procedures.
- To make certain that all staff receive appropriate, high-calibre development and training to enable them to carry out their professional duties.
- To oversee an accurate assessment framework in order to embed consistently high standards and accurately judge the quality of teaching and learning.
- To ensure leadership of an annual performance management cycle is carried out within the Academy and that pay progression for teachers is appropriately managed.

## **H. Leadership of Students**

- To ensure all students are in a safe, secure learning environment in accordance with Safeguarding policies and taking into account whole school strategies that promote awareness of the dangers of abuse, sexual exploitation, radicalisation and extremism.
- To provide an effective system of pastoral care for all students.
- To ensure a rigorous assessment strategy and effective monitoring and reporting through the use of the Oasis Accountability Framework.
- To celebrate students success and enhance their learning by participating in a range of extra- curricular activities.
- To promote student voice and create ways for students to be involved in decision-making.
- To determine effective strategies to ensure high standards of behaviour and attendance.
- To ensure the Academy provides high quality spiritual, moral, social and cultural development for all students.

## I. Liaison with Parents/Carers

- To prioritise engagement with parents and carers creating opportunities for parents to support and engage with the academy, encouraging two-way communication and regularly sharing information.
- To hold regular parents'/carers' evenings or review days and also ensure availability (either directly or through the Associate Principal) for discussion of their individual children's progress or welfare on a needs basis.

## J. Curriculum

- To determine, organise and implement a balanced, broad and personalised curriculum (including the later timetabling) that meets individual pupil needs and has a positive impact on pupils' outcomes and their personal development, behaviour and welfare. The curriculum should be innovative and creative, using new technologies where appropriate.
- To regularly evaluate standards of Teaching and Learning and ensure high standards of professional practice are established and maintained.
- To ensure the Academy equips students positively for life in modern Britain and promotes fundamental British values.

## K. The Management of Resources

- To allocate, control and account for financial and material resources within remit.
- To have oversight of the maintenance and development of the premises and grounds to ensure maximum practical use and that Health and Safety requirements are met. Health and Safety is a key priority and you must ensure that everyone understands and upholds their responsibilities.
- To ensure all contracts for site management are negotiated to "best value" and that performance against contract is reviewed on a regular basis.

## L. External Liaison

- To develop collaborative links with the local Oasis Hub, the Local Authority, other Oasis academies and local schools, businesses and

agencies to maximise the opportunities for staff, students and families.

- To maintain links with social services, the local police, churches, other faith groups and organisations involved in working with young people and the local community at large.
- To initiate, develop and maintain links with local business partners to secure a range of quality mentoring, work experience placements and internships for students.

## M. 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 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 the Academy 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.**

### Employee:

Print Name: \_\_\_\_\_

Date: \_\_\_\_\_

### Line Manager:

Print Name: \_\_\_\_\_

Date: \_\_\_\_\_



# Executive Principal Person Specification

As evidenced in application form and interview

<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• NPQH (desirable)</li> <li>• Qualified to degree level</li> <li>• PGCE (or equivalent) – Qualified to Teach in the UK</li> <li>• Evidence of recent, relevant professional development</li> <li>• Serving or returning Headteacher/Principal</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Leading and managing people individually and in teams to a high standard.</li> <li>• Managing change through bringing innovative ideas to traditional approaches to teaching and learning.</li> <li>• Managing and improving the curriculum offer resulting in demonstrable impact.</li> <li>• Understanding and/or experience of managing finances and ensuring financial sustainability</li> <li>• Experience of managing risk across a school or organisation</li> <li>• Experience of operating an organisation from a Health and Safety perspective</li> <li>• 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.</li> <li>• A proven track record of effective Headship in an urban primary or secondary school, ideally graded as good or outstanding by Ofsted.</li> <li>• Experience of working effectively with the local community a proven track record in improving outcomes</li> <li>• Experience of supporting other leaders to achieve success through coaching or other relevant activities</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• An ability to effectively prioritise and plan for self, others and the organisation.</li> <li>• An ability to problem solve and think creatively when dealing with complex issues.</li> <li>• An ability to develop and communicate a complex vision in simple and easily-understood terms to a variety of audiences.</li> <li>• An ability to manage and empower others to maintain high standards of student discipline in order to ensure a positive climate for learning.</li> <li>• An ability to lead Academy-wide improvement initiatives that have a demonstrable impact on student attainment</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• A wide understanding of the links between education and community transformation.</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Passionately committed to safeguarding and the welfare and wellbeing of children and young people.</li> <li>• Willingness to undergo appropriate checks, including enhanced DBS checks.</li> <li>• To work hard and remain fully committed, even when under pressure, always acting with consideration for yourself and others.</li> <li>• Forgiving and committed to healthy inclusive relationships (strong interpersonal &amp; diplomatic skills).</li> <li>• Emotionally resilient and therefore patient and persevering with challenging behaviours and attitudes.</li> <li>• 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.</li> <li>• Act with humility and as a team player by serving others both in the Academy and the Oasis family.</li> <li>• Able to demonstrate and communicate the Oasis ethos in your behaviours and actions, upholding and promoting this at all times.</li> <li>• Positive, passionate and enthusiastic and able to help others be the same.</li> <li>• Able to keep a sense of proportion by acting with self-control</li> <li>• Act with authenticity and integrity.</li> <li>• To have high aspirations and a commitment to excellence, and to role model this behaviour to others.</li> <li>• Self-disciplined and able to reflect and learn in order develop wisdom and understanding.</li> </ul>

# 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

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.

