**21 REALLY GOOD REASONS TO BECOME**

**A MEMBER OF TEAM OSCA!**

**Professional Development**

• A training programme that takes into account the needs of staff through surveys and
 feedback, to ensure priorities are covered. Professional Development Portfolios for all and
 a wide range of CPD activities as part of inset and directed time. Quality appraisal for all
 staff, and outreach work supporting individuals as well as other schools as part of our
 National Support School Programme

• An excellent supportive induction programme for all staff. Induction Days, mentoring and
 coaching for new leaders. NQTs are invited to join us in July, prior to their first term of
 teaching

• Talent Management: there are many opportunities for staff, at whatever level, to take on
 additional responsibility of a whole school nature; some with incentive allowances attached,
 or time provided. As a result, many members of staff have been internally promoted

• External staff development opportunities - attendance at courses and conferences, support
 for initial teacher training as well as liaison with other educational establishments, across
 the OAT network and our Local Authority

• We are a National Support School, with an ever-increasing number of SLEs, School Direct
 Primary and Secondary. As a result, we have vast experience of leading, mentoring and
 coaching the development of colleagues at all stages of their career.

* We are an Investors In People Silver Standard organisation, and working towards Platinum

**Learning and Teaching**

• We offer 3 non-contact periods as part of a 25 period timetable. These non-contacts are
 protected, allowing teachers guaranteed time to use non-contacts as they feel most
 valuable

* All colleagues with leadership responsibilities have additional non-contact periods, commensurate with their role
* We have a fully equipped staff workroom, and most faculties have their own office bases too

• We are committed to all the principles and practices of Workforce Reform

**Health and Wellbeing, and Staff Benefits**

• Regular consultation with staff to support our focus on work-life balance and welfare.
 Efforts to promote this include an innovative school week, where lessons finish at 1.20pm
 on a Friday, leaving teachers free to use Friday afternoons as they wish

• Staff admissions: priority is given to the 'children of staff' who are employed by the school,
 prior to considering applications from 'nearest school'. Please see the Admission
 Arrangements Policy for further information

• Free staff access to our well-equipped multi-gym

**Our Students**

• ‘Students mirror the courtesy and respect staff show them’ (Ofsted)

* ‘The best part of working at OSCA is the rapport you can have with the students. They are down to earth and have great personalities – which leads to interesting teaching! They accept our expectations and do not overstep the mark. It makes coming to work really enjoyable!’ (current NQT)
* Student attendance has been the highest across the whole academy chain, and the local borough, for the last 3 consecutive years

• We now have a proven track record of success, consistently improved results every year,
 and a determination to improve further

**The Academy**

• High profile Leadership Team who believe in the importance of being highly visible during
 lessons as well as unstructured time, and operate an open door policy so they are
 accessible to all staff and students

•.Our excellent facilities include a very pleasant campus, following an investment of £11
 million in recent years

• We are a member of Ormiston Academies Trust, a medium sized Multi Academy Trust with
 a cross-phase family of schools with the common aim of ‘being the trust that makes the
 biggest difference, both inside and outside the classroom’ through challenge, collaboration
 and support. OAT Academies seek to be a network of schools where every child/young
 person receives the best possible education by enabling all our children and young people
 to experience a broad range of opportunities. We seek to achieve this through the sharing
 of best practice and world-class professional development opportunities for staff

* Full and oversubscribed in every year group from September