Oasis Academy: Hadley

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Principal Recruitment Brochure

Welcome

Dear Candidate,

A warm welcome and thank you for your interest in the position of Principal here at Oasis Academy Hadley. This is an exceptional opportunity for an accomplished, mission-driven leader to lead of one of the most ambitious and distinctive all-through academies in the country.

Oasis Academy Hadley is far more than a school. As a large and highly successful educational village, we serve children and families from the age of two through to eighteen, whilst also operating as a major community hub at the heart of North London. Open seven days a week for approximately 350 days a year, we provide education, specialist inclusion services, family support, extensive community outreach and a thriving programme of community activity that reaches far beyond our academy gates. With over 90% of our pupils having at least one sibling within the academy, Hadley occupies a unique position within the community. For many families we a long-term educational home. This creates a powerful responsibility to deliver a coherent, consistent and exceptional experience from Nursery through to Sixth Form, ensuring that every child and family benefits from the same high standards, strong relationships and unwavering ambition.

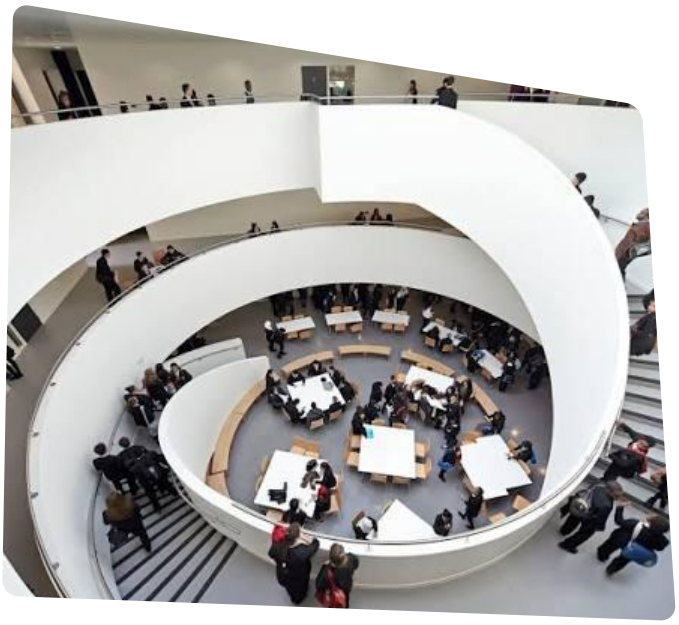
As a truly all-through academy, Hadley operates as one school on one campus across two phases:

Phase 1: Our Primary Phase, including our 2-Year-Old Nursery through to Year 6.
Phase 2: Our six-form entry Secondary Phase, including Years 7 to 11 and a highly successful Sixth Form.

Our curriculum is carefully tailored to meet the needs of learners at every stage, our values, culture, systems and expectations are shared across the academy. This enables us to provide a seamless educational journey and ensures that all members of our community experience the same commitment to excellence, inclusion and achievement. Inclusion is central to our identity.



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The academy is home to four specialist learning provisions, one in Phase 1 and three in Phase 2, supporting pupils with significant additional needs as well as young people who have experienced, or are at risk of, permanent exclusion. This commitment reflects our belief that every child deserves the opportunity to thrive and that no child should ever be left behind. The leader we are seeking will not be phase specific. They will be a strategic, highly visible and influential leader with responsibility across the whole academy. They will bring a relentless focus on curriculum excellence, teaching and learning, and pupil outcomes, whilst helping to shape the future direction of a complex and ambitious organisation.

Given the scale and significance of this role, we are seeking a high-profile leader, ideally with substantial academy leadership experience who embodies the Oasis Ethos and shares our unwavering belief that every child and colleague can achieve extraordinary things. Whether your background is in primary or secondary education, you will have a proven track record of leading improvement, raising standards and developing high-performing teams. You will combine warmth and humanity with unwaveringly high expectations for pupils, staff and yourself. You will understand that genuine inclusion is achieved not through lowering expectations, but through providing the support, challenge and opportunities that enable every young person to succeed. As a reflective and collaborative leader, you will have the credibility and emotional intelligence to build capacity within our talented leadership team, inspire colleagues around a shared vision and motivate our wider community towards the achievement of ambitious goals. At Hadley, we never lower our expectations. We recognise the challenges faced by many children and families in our community, but we refuse to allow those challenges to determine outcomes. We are looking for a leader who shares this determination and who will play a key role in ensuring that every child is known, valued, included and empowered to realise their full potential.

If you would like to know more about us, please visit our website www.oasisacademyhadley.org. If you have any further questions about the role or would like to visit us in person prior to applying, please contact my Executive Assistant, Ella Marett Gregory (Ella.Marett-Gregory@oasisuk.org) who will be delighted to arrange a time for us to speak.

Yours sincerely

Adam Browne,
Oasis Regional Director

Principal Job Description

Post:	**Principal**	**Responsible to:**	**Regional Director**
Location:	**Oasis Academy Hadley**	**Salary:**	**L33-L39**
Working pattern:	**Full time**	**Disclosure Level:**	**Enhanced**

Job Purpose

The Principal is accountable for the overall leadership, educational performance, strategic direction, internal organisation, management and culture of Oasis Academy Hadley. The Principal will provide exceptional leadership to ensure that every child and young person, from Early Years through to Sixth Form, receives a transformational education that enables them to realise their full potential academically, socially, emotionally, physically, morally and spiritually.

Working within the Oasis Community Learning family and guided by the Oasis ethos and Oasis 9 Habits, the Principal will build on and develop an existing culture of high expectations, inclusion, opportunity and excellence. They will ensure that all members of the academy community are known, valued and supported to flourish, regardless of background or starting point.

The Principal will lead Oasis Academy Hadley as a centre of educational excellence and community transformation, working in close partnership with Oasis Hub Hadley, families, local organisations and other Oasis academies to improve life chances and create lasting positive impact across the wider community.

The Principal will be responsible for ensuring outstanding safeguarding, exceptional teaching and learning, strong outcomes, excellent behaviour and attendance, and a rich character education that prepares young people to become responsible, compassionate and successful citizens.

A. STRATEGIC LEADERSHIP

The Principal will:

- Articulate and relentlessly champion a compelling vision for Oasis Academy Hadley that reflects the Oasis ethos and commitment to community transformation.
- Lead the continuous improvement of the academy, ensuring ambitious targets are set and achieved for academic outcomes, personal development, attendance, behaviour and destination measures.
- Develop and implement a clear strategic plan that secures excellence across the all-through provision from Early Years to Sixth Form.
- Ensure equity and inclusion are central to all decision-making, enabling disadvantaged pupils, vulnerable learners and those with SEND to achieve exceptionally well.

- Lead a culture of ambition and aspiration in which every pupil is empowered to access the widest possible opportunities and pathways.
- Ensure the academy is recognised as a beacon of educational excellence and community engagement within Enfield and across Oasis Community Learning.
- Work collaboratively with regional and national Oasis teams to contribute to wider system leadership and school improvement across the Trust.
- Embed evidence-informed approaches that drive sustainable improvement and support consistently high standards across all phases.

B. LEADERSHIP OF PEOPLE AND CULTURE

The Principal will:

- Create and sustain a culture where all staff are valued, developed and empowered to contribute to the academy's success.
- Recruit, develop and retain high-quality staff who are fully committed to the Oasis ethos and mission.
- Build a strong and cohesive leadership team that demonstrates collective responsibility and accountability for pupil outcomes and wellbeing.
- Foster a culture of collaboration, professional curiosity and continuous improvement.
- Ensure robust performance management, coaching and professional development systems lead to improved practice and positive outcomes for pupils.
- Develop future leaders and contribute to leadership development across Oasis Community Learning.
- Promote staff wellbeing and workload consideration whilst maintaining high expectations and accountability.

C. LEADERSHIP OF PUPILS

The Principal will:

- Ensure every pupil is safe, known, included and able to thrive in an environment where safeguarding is everyone's responsibility.
- Establish a culture of exemplary behaviour founded on strong relationships, mutual respect, inclusion and restorative practice.
- Secure excellent attendance and engagement through early intervention and strong partnership with families.
- Ensure all pupils experience a broad, ambitious and knowledge-rich curriculum that prepares them for success in further education, employment and life.
- Foster pupil leadership, student voice and meaningful opportunities for civic engagement and service.
- Ensure pupils develop the character, resilience, compassion and integrity embodied within the Oasis 9 Habits.
- Promote high aspirations and progression routes for all pupils, including those from disadvantaged backgrounds and those with additional needs.
- Ensure that pupils leave Oasis Academy Hadley equipped to contribute positively to modern Britain and the communities in which they live.

D. PARTNERSHIP WITH FAMILIES AND COMMUNITY

The Principal will:

- Develop strong, trusting relationships with parents and carers, recognising them as key partners in every child's education.
- Ensure effective communication that keeps families informed, engaged and involved in academy life.
- Work closely with Oasis Hub Hadley to support community development, family engagement and community transformation initiatives.
- Promote the academy as a welcoming and inclusive learning community that serves children, families and the wider neighbourhood.
- Build meaningful partnerships with external agencies, employers, universities, community groups and voluntary organisations to broaden opportunities for pupils and families.
- Ensure the academy contributes positively to the social, economic and cultural life of the local community.

E. CURRICULUM, TEACHING AND LEARNING

The Principal will:

- Ensure a consistently ambitious and coherently sequenced curriculum across all phases from Early Years to Sixth Form.
- Secure excellent teaching and learning through evidence-informed professional practice and rigorous quality assurance.
- Ensure curriculum design reflects both national expectations and the specific needs, interests and aspirations of the Hadley community. munity that serves children, families and the wider neighbourhood.
- Build meaningful partnerships with external agencies, employers, universities, community groups and voluntary organisations to broaden opportunities for pupils and families.
- Ensure the academy contributes positively to the social, economic and cultural life of the local community.
- Promote high-quality literacy, numeracy and communication skills across the curriculum.
- Ensure all pupils are challenged, supported and inspired to achieve their very best.
- Drive continual improvement in student outcomes through robust use of assessment and performance information.
- Value and promote academic excellence, creativity, sport, culture, leadership and personal development equally as vital elements of a rounded education.
- Ensure pupils are prepared successfully for the next stages of education, employment and adult life.

F. RESOURCES, OPERATIONS AND COMPLIANCE

The Principal will:

- Exercise effective stewardship of financial, human and physical resources to maximise educational impact.
- Ensure rigorous financial planning that delivers sustainability and value for money.
- Maintain high-quality buildings, facilities and learning environments that support outstanding education and community use.
- Ensure compliance with all statutory, regulatory, safeguarding and trust requirements.
- Work effectively with central Oasis teams to secure high-quality operational services and continuous improvement.
- Foster a culture of accountability, transparency and ethical leadership across all aspects of academy operations.

G. EXTERNAL ENGAGEMENT AND SYSTEM LEADERSHIP

The Principal will:

- Act as a visible and influential ambassador for Oasis Academy Hadley, Oasis Community Learning and the wider Oasis family.
- Develop strategic partnerships with schools, colleges, universities, employers and external agencies.
- Work collaboratively with other Oasis academies to share expertise, develop best practice and strengthen outcomes across the Trust.
- Contribute to regional and national educational developments and school improvement initiatives.
- Promote innovation and excellence that enhances the academy's reputation and impact locally and nationally.
- Strengthen the academy's role as a centre of opportunity, inclusion and community transformation.

H. 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 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

Person Specification

Qualifications	• NPQH (desirable) • Qualified to degree level • PGCE (or equivalent) – Qualified to Teach in England • Evidence of recent, relevant professional development
	• Successful headship, deputy headship or equivalent senior leadership experience within a large primary, secondary or all-through school. Experience of leading within an all-through setting or developing strong transition arrangements across phases. • Experience of developing and leading high-performing teams through coaching, challenge and support. • A demonstrable track record of improving pupil outcomes, particularly for disadvantaged pupils and vulnerable groups. • Experience of working effectively with parents, carers and wider community stakeholders. • Experience of working effectively with the local community • Experience of improving the quality of teaching, learning and curriculum provision, resulting in demonstrable impact on pupil achievement and personal development. • Experience of effective financial management and resource planning. • Experience of contributing to wider system leadership, school-to-school support or trust-wide improvement initiatives. • Experience of managing risk across a school or organisation • Experience of operating an organisation from a health and safety perspective
Knowledge	• A deep understanding of the role education plays in transforming life chances, strengthening communities and addressing disadvantage, together with a commitment to the Oasis vision of community transformation through excellence in education • A proven ability to lead whole-academy improvement strategies that secure measurable and sustained improvements in educational outcomes, attendance, personal development and post-16 progression, particularly for disadvantaged and vulnerable pupils. • A proven ability to improve the quality of teaching and learning. • The ability to set strategic priorities and align people, resources and systems behind a clear improvement agenda across a large and complex all-through academy. • A proven ability to improve the quality of teaching and learning. • The ability to set strategic priorities and align people, resources and systems behind a clear improvement agenda across a large and complex all-through academy.

	• The ability to articulate and communicate an ambitious vision for Oasis Academy Hadley, inspiring pupils, staff, families, governors and partners through clear, compelling and accessible leadership. • The ability to empower leaders and staff to establish a culture of high expectations. • The ability to build and sustain highly effective partnerships with families, community organisations, higher education institutions, employers and Oasis Hub Hadley to broaden opportunities for pupils and strengthen community impact.
Personal Attributes	• Have exceptionally high aspirations for every pupil, member of staff and the wider academy community, and actively role model a culture of excellence and continuous improvement. • Demonstrate an unwavering commitment to safeguarding, inclusion and the welfare of children and young people, ensuring that every pupil is known, valued, supported and able to flourish. • Be willing to undergo all appropriate pre-employment and safeguarding checks, including an enhanced DBS check. • Be committed to the Oasis vision of community transformation, recognising the academy's role as a catalyst for educational excellence, social mobility and positive change within the Hadley community. • Demonstrate resilience, determination and professionalism, maintaining high standards and sound judgement whilst working effectively under pressure. Build strong, trusting and inclusive relationships, demonstrating exceptional interpersonal skills, emotional intelligence and the ability to work collaboratively with pupils, staff, families and partners. • Show patience, perseverance and compassion when addressing challenges, remaining focused on securing the very best outcomes for all pupils. Lead with integrity, honesty and hope, combining a strong moral purpose with a relentless commitment to improving life chances and transforming outcomes for children, young people and the wider community. Demonstrate humility, service and a commitment to collective success, contributing positively to both Oasis Academy Hadley and the wider Oasis Community Learning family. • Inspire others through visible optimism, enthusiasm and a genuine passion for education, encouraging a culture of ambition, belonging and excellence. Exercise sound judgement, self-awareness and self-control, responding calmly and thoughtfully to challenges and competing demands. • Lead with authenticity, transparency and credibility, building trust through consistent and principled decision-making. • Be reflective, intellectually curious and committed to lifelong learning, using feedback, evidence and experience to refine their leadership and develop others.

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Contact Us

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For updates on our academies follow us on:

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