

Oasis

Academy
Shirley Park

Oasis Academy Shirley Park

Head of English





Dear Applicant,

Thank you for considering a career with us at Oasis Academy Shirley Park. I am delighted that you are exploring the opportunity to join our team, and I hope this pack provides you with an insight into what makes our academy such a special place to work and learn.

At Oasis Academy Shirley Park, we believe every child deserves an exceptional education that empowers them to thrive, both academically and personally. Located in the heart of Croydon, our academy is proud to serve a diverse and vibrant community where every child is nurtured, challenged, and inspired to achieve their full potential.

We are part of the Oasis family, a trust rooted in the belief that education is about much more than just academic success. Our holistic approach ensures that every student feels valued, supported, and equipped to make a positive contribution to the world. Guided by our core values of inclusion, equality, and aspiration, we strive to provide opportunities that transform lives.

As Principal, I am privileged to lead a team of dedicated, passionate professionals who are committed to delivering excellence in teaching and learning. Our academy offers a supportive and collaborative environment where staff are empowered to develop their skills and grow as educators. We are proud of our culture of high expectations, mutual respect, and continuous improvement, which ensures that both our staff and students can flourish.

We recently received an Ofsted inspection in October 2024, where the academy was graded as “Good” in all areas. *“Leaders have an ambitious vision for the school. Their energy and commitment are focused on ensuring that all pupils achieve the highest possible outcomes”*

If you share our vision for education, are excited by the prospect of making a real difference, and are ready to bring your energy, expertise, and creativity to our academy, then we would love to hear from you. Joining Oasis Academy Shirley Park is not just about a job—it is about becoming part of a family that is transforming lives and communities.

If you are interested in finding out more, we’d love to hear from you. We welcome and encourage all applicants to come and visit the academy prior to applying. Please email Lisa.Thomas@Oasisshirleypark.org to arrange a time and date for your visit.

Thank you once again for your interest, and I look forward to welcoming you to Oasis Academy Shirley Park.



Saqib Chaudhri

Principal, Oasis Academy Shirley Park

Oasis Community Learning

Thank you for your interest in joining the Oasis Community Learning (OCL) family. We are looking for talented teachers who share in our vision and values, to join our team.

It is our vision that every young person in our academies reaches their potential, no matter what their starting point and leaves us with an aspirational, fulfilled, and prosperous future ahead of them. We are at an exciting time for our organisation. In 2020 we introduced the OCL One Plan, uniting all areas of our organisation to achieve our mission by providing clear direction for the next five years, and a new entitlement for every child.

One of these entitlements is access to online learning wherever you are; each student in Oasis will receive an iPad to use at school or at home. Together, we will provide our young people with the opportunities that they deserve to realise their potential.



John Barneby

CEO, Oasis Community Learning

About Oasis Community Learning

Our people are our most important resource and our catalyst for change. Are you the one to help us do this?

We hope that you find everything you need in this brochure and welcome you to get in touch with the Academy you are applying for with any questions you may have.

Oasis Community Learning is one of the largest trusts in the UK and has a vision to create 'exceptional education at the heart of community, we are a family of over 50 academies.

We specialise in working in socially deprived communities, and we have intentionally positioned our education services within some of the most challenging and disadvantaged communities in the country. Over 80% of our academies are now rated as Good or Outstanding. In keeping with our vision of community, each Academy offers a wide range of integrated and holistic provision to both our students and the local community through its Hub strategy

Our Offer to you

Clear career progression opportunities

As a large trust, we are able to provide clear career progression opportunities from NQT, through to middle leader, senior leader, Principal and Regional Director roles. In partnership with the National Institute of Teaching, we provide accredited and bespoke training programmes including the NPQML, NPQSL and the NPQH. We also work closely with Ambition Institute to deliver high quality CPD in pedagogy, behaviour management and curriculum development.

Curriculum development and reduced workload

Our NLPs and National Curriculum Leads have worked hard to create the Oasis Curriculum; a comprehensive set of lesson plans and materials for all subjects currently taught at secondary phase. By the end of 2020 we plan to have our primary curriculum ready too. Your time as a teacher is valuable, and we hope that this will support you with managing your workload and work-life balance.

Trust-wide opportunities for you to make a difference

There are a wide range of opportunities for teachers to support and play a key role in trust wide initiatives. This can be through: Pioneering new systems and approaches, based on current educational research – being at the cutting edge of educational thinking and development. Transferring between academies to support Academy improvement or to gain additional experience in preparation for promotion.

Support and sharing best practice

As part of a regional family of Oasis academies, you will enjoy the support and challenge of your peers within the region as well as from across the trust.

National Lead Practitioners (NLPs)

NLPs are highly effective teachers who are released from their own Academy for 1.5 days a week to design curriculum and promote best practice in academies across the trust. As a senior leader as part of Oasis, you will have the opportunity to work closely with NLPs, focussing on those strategic priorities for which you are responsible.

Regional Improvement Networks (RINs) Networks exist to share effective practice, moderate students' work, raise standards, collaborate, undertake training, reduce workload, and give opportunities for leadership.

Assessment

We have developed year group assessments in secondary and through a unified approach to exam boards we are able to work together to promote highly effective teaching strategies to secure the best outcomes for our students.

Conferences

We hold CPD conferences across the UK to share best practice and pedagogy - regionally and nationally.

Our Curriculum

In line with the Oasis Education Charter, the curriculum is the heart of our Academy’s educational provision. Through this and our commitment to an exceptional climate for learning and great pedagogy, we make learning the foundation of every lesson. We have designed our curriculum to meet the needs of all, striving for personal as well as academic and vocational excellence.

We know that the development of character does not happen by chance but by purpose and intention: it is therefore an explicit part of our curriculum. We work hard at preparing our students to be the best version of themselves, today and in their futures.

Our curriculum is highly effective. In order to ensure that all our students receive the best, broad and exciting lessons and to make teachers’ workload manageable, we have designed the Oasis Curriculum for all secondary subject areas, led by our National Curriculum Leads.

The Oasis ethos

Our ethos is a part of everything we do. We are looking for people who not only share in our vision but are champions of our ethos and 9 Habits.

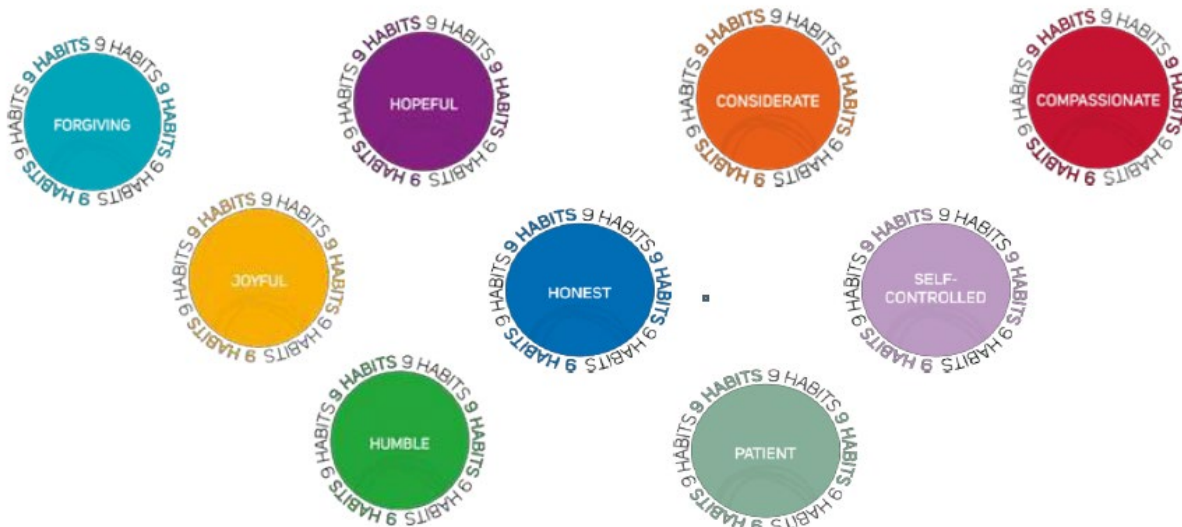
Our ethos is:

- 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.

Community Learning: Oasis Hubs

Developing and running Hubs is core to the global purpose of Oasis and vision for healthy communities. To this end, our staff are committed to working in an inclusive, integrated, and empowering way so that all people experience wholeness and wellbeing. We want to see local communities that are characterised by trust, safety, cohesion, mutual support, vibrancy, health, and opportunity, as well as increasing capacity to address their own issues. We want to see those who are excluded brought back into the community to share the experience of wholeness and wellbeing.

Each Oasis Academy is part of an Oasis Hub that responds to the needs of the local community.



Oasis Academy Shirley Park

Oasis Academy Shirley Park is a non-selective school based in Croydon, South London. We are suited to teachers at all stages of their careers, and pride ourselves on our calm, supportive, and professional working environment.

As part of the Oasis Trust we are involved in trust-wide curriculum design, development, and implementation. Many of those responsible for designing curricula for Oasis schools lead teams at Shirley Park. As such, our school exists as a curricular hub for the trust and is the site of rigorous and continuous curriculum development. We believe firmly in subject distinctions and respect disciplinarity. We ask all of our senior leaders, middle leaders, and teaching staff to regularly engage in their wider community and commit to knowing more about the subjects they are involved in. In doing so, we aim to offer an education that is unashamedly academic, rich in knowledge, and one that allows students to **build the brightest futures** possible.

Our approach to behaviour is firm, but fair. We believe it is the right of all pupils to learn in a calm, safe, and academically-stimulating environment. Our senior leadership team are therefore committed to ensuring that classrooms are disruption free and teachers are free to focus on delivering superb lessons. Detentions are centralised and escalations managed by leadership. We ask both staff and students to show a commitment to our core value of **caring for our community** by maintaining these high standards of behaviour.

We are committed to developing staff and view their professional development as a core feature of our school. As such, observations, feedback, and practice are both a part of our school culture and baked into our school day. We have protected time for instructional coaching to take place each week and we value the development of our staff at both a holistic and subject-specific level. We place a similar emphasis on our students, who are offered a wide range of after-school clubs, activities, and workshops each week and throughout the year. In short, we want to foster a **love of learning** across both staff and students.





Job Description: Head of English

RESPONSIBLE TO:	Principal, with day-to-day management and leadership from a designated member of the Academy Leadership Team.
SALARY:	MPS 1-6 + TLR 1 (£13,548) Outer London Allowance plus Teachers' Pensions Scheme
LOCATION:	Oasis Academy Shirley Park
WORKING PATTERN:	Full-time, as per the School Teachers' Pay and Conditions Document
DISCLOSURE LEVEL:	Enhanced

The English Department

At Oasis Academy Shirley Park, we value teacher specialisms and prioritise developing subject knowledge. As part of the Oasis Trust, we implement a trust-wide KS3 and KS4 curriculum, designed by our national team and refined through the expertise of Heads of Department across the network. The successful candidate will play a pivotal role in the ongoing development and evaluation of this curriculum.

Key characteristics of the role include:

- To impart your passion for English to the pupils and your department, while also ensuring their mastery of the subject.
- To work with the national team on the development and implementation of the KS3 curriculum, including a constant evaluation of the effectiveness of units of work.
- To lead on the KS4 and KS5 curriculum and ensure the same principles that underpin the KS3 are carried through to GCSE and A Level.
- To effectively line manage members of the department and provide strategic direction to those underneath you.
- To enhance the quality of teaching and learning in the department by leading part in co-planning, regular observation of peers, and participating in ongoing professional development.

The successful candidate will have:

- Strong subject knowledge, a passion for English, and an ability to communicate that passion to pupils.
- An ability to teach English to KS3 and KS4 (and ideally KS5), a proven track-record of excellent English teaching, and a desire and commitment to improve further.
- High expectations of pupil conduct and behaviour.
- Excellent communication skills with both pupils and staff

Job Description: Head of English

Duties and expectations of all teachers at Oasis Academy Shirley Park:

- Set high expectations so that all pupils are inspired, motivated and challenged to reach their full potential
- Create a positive climate for learning, by explicitly teaching lesson routines and applying behaviour systems consistently and fairly
- Plan and teach well-structured, differentiated lessons which allow adequate time to embed new knowledge, understanding and skills
- Nurture every pupil's intellectual curiosity, asking pertinent questions to deepen pupils' understanding
- Systematically check pupils' understanding and act to correct any misconceptions
- Provide pupils with individual feedback aimed at moving his or her learning forward
- Review and reflect on each assessment to identify gaps in pupil learning and take steps to address them
- Play an active role in ensuring a consistently orderly, calm and stimulating environment, both in and out of the classroom
- Play a leading role in your Department, including contributing to workshops, running weekly enrichment activities, competitions, trips, open days, prep and other activities
- Make a vital contribution to the efficient running of the Department, including setting and marking assessments, assisting in moderation of work and undertaking administrative and other tasks as delegated by the Senior Leadership Team
- Enhance the quality of teaching and learning in the Department and wider academy through sharing resources and good practice, lesson observation, collaborative teaching, instructional coaching and active participation in CPD
- Develop habits of excellence in ourselves and our pupils through implementation of the academy rubrics and routines and consistent explanation of, and emphasis, on high expectations in all we do.

Duties and Expectations of Head of English role:

- To provide pupils with an excellent learning experience in English
- To embed the schools vision/values and the Pedagogy Principles in teaching practice
- To adopt the codification of department's provision to embed high quality practice in all areas
- To drive pupil performance in English through curricular and extracurricular initiatives and strategies
- To mentor ECTs and any student teachers as required
- To support team members through coaching and/or mentoring as required
- To use progress and attainment data and pupil work to make interventions to improve pupil outcomes

Key Responsibilities Curriculum, Teaching and Assessment:

- To plan curriculum provision and enrichment for specified year groups within the subject
- To model excellent teaching practice in terms of planning and preparation, teaching and assessment
- To be accountable for pupil progress in teaching classes and department, ensuring that every pupil achieves results in line with, or better than, national expectations
- To track pupil progress and make intelligent use of data to identify underperformance, plan appropriate support and achieve excellent outcomes for our pupils, ensuring that all pupils achieve at chronological age level
- To predict pupil outcomes as required
- To keep up to date with any changes in learning and teaching related to English, including DfE guidance and curriculum changes and ensure staff are kept informed



Management & Training:

- Line manage teachers in the department, and oversee their development
- Develop all staff in line-managed departments as educational leaders and ensure all post-holders are systematically trained to complete their roles to an exceptionally high standard
- Deliver high quality training as part of the annual staff induction and CPD programme
- Coach and/or mentor staff as required
- Commit to the professional development of self and others

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 CRB checks.

Other:

- To undertake the appraisal system and relevant training and professional development
- To value and support practices driving continued progress across the network of Oasis schools
- To undertake various other responsibilities as directed by the Principal
- All teachers take an active role in the Academy's care and guidance of students and the post holder will be expected to support a designated Year Group by delivering the Tutor Program and through ensuring that Academy standards are monitored and followed up with students.
- The post holder will be expected to carry out duties during lunch as part of Wider Leadership duties.

Person Specification: Head of English

Qualification Criteria

- Strong A Levels or equivalent
- Qualified to degree level and above (related degree)
- Qualified to teach and work in the UK

Experience

- Mastery of and enthusiasm for English
- Excellent understanding of both subject and general teaching pedagogy
- Experience of leading a team and/or developing others
- Experience of improving the quality of teaching and learning through the development of schemes of work and high-quality resources
- Experience of leading successful enrichment which inspire and motivate learners
- Experience of raising attainment in a challenging classroom environment
- Experience of interpreting pupil data to drive lesson planning and pupil progress
- Experience of implementing effective and systematic behaviour management
- Knowledge of the national secondary education system, examinations and curriculum

Leadership

- Able to work in close harmony with the Humanities Department, the Senior Leadership Team, and the Principal
- Strong interpersonal, written and oral communication skills
- Resilience and motivation to lead the academy through day-to-day challenges
- Genuine passion and a belief in the potential of every pupil
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all pupils.

Vision and Strategy

- Vision aligned with Oasis Shirley Park vision, values and habits
- High expectations of self and others
- Understands strategies to establish consistently high standards of behaviour in an inner-city school and commitment to relentlessly instilling these strategies
- Excellent organisational skills
- Competent in the use of data to inform and diagnose areas for further improvement.

Personal Characteristics

- Genuine passion and a belief in the potential of every pupil
- Deep commitment to Oasis vision of providing Exceptional Education at the Heart of the Community
- Effective team member and leader
- High level of self-awareness and self-management in stressful situations
- High expectations for accountability and consistency
- Acts as a role model to staff and pupils
- Resilient, motivated and committed to achieving excellence
- Reflective and proactive in seeking feedback to constantly improve practice
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice
- Commitment to and understanding of professionalism in line with the National Teaching Standards

Teaching

- Understand what excellent teaching practice looks like, especially for subject, and how to diagnose and implement effective strategies to raise learning standards.

Leading External Relationships

- Can develop and maintain effective working relationships with parents and the wider community
- Ability to work collaboratively with partner stakeholders, agencies and peers in the Oasis network.

Other

- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Willingness to undertake training
- This post is subject to an enhanced Criminal Records Bureau disclosure.