

A photograph of three students in school uniforms (black blazers, white shirts, and green ties) standing in front of a brick wall. Two girls are on the left, and a boy is on the right. They are all smiling and appear to be engaged in a conversation. The image is partially obscured by a green diagonal graphic at the bottom.

**Teacher of ASD and SLCN
for Specialist Centres**

Oasis Academy Brislington



Welcome to Oasis Academy Brislington

In February 2015, Oasis Academy Brislington opened, replacing Brislington Enterprise College (BEC). Oasis is the largest Academy sponsor in Bristol and Brislington will be the largest Secondary Academy in the City. We are seeking to appoint an exceptional individual to become a Teacher of ASD to join us on this exciting journey.

About the Academy

Oasis Academy Brislington is full of opportunity and potential! Although BEC officially became an Oasis Academy in February 2015, Oasis has been leading the school since September 2014. Our philosophy has been simple: "excellence as standard" in all that we do. The school is housed in an impressive £34.6 million PFI funded building which opened in 2008. The state-of-the-art facilities offer a modern, flexible, technology-rich environment for teaching and learning making it one of the very best equipped schools in the country. The Academy is currently being led by Matt Butler, Executive Principal and Peter Knight, Interim Principal, who are securing firm foundations for the school to grow and develop a bright future.

Our Academy community is diverse and energetic. We have a fully comprehensive intake. Whilst the proportion of pupils eligible for Pupil Premium and the number of Year 7 students eligible for catch-up funding are above average; the challenge facing the new Academy is to build an ambitious culture which simply expects that all young people will achieve and make excellent progress regardless of context or starting point.

We are fully inclusive; children with a wide range of complex needs are supported and nurtured through two fully equipped specialist centre resource bases. We also have a small sixth form provision offering the Level 1 & Level 2 Courses. This is a key strategic priority for the City and we are working closely with the local authority as a significant provider in Bristol.



Oasis

Oasis was established in 1985 and has grown into a group of charities working to deliver housing, training, youth work, health care, family support and primary, secondary and higher education. In the UK we employ around 4,000 staff as well as working with thousands more volunteers. We also work in nine other countries around Europe, Asia, Africa and North America.

Oasis Community Learning

Oasis Community Learning is an educational trust established in 2004 with the express purpose of transforming learning, lives and communities through the development of Oasis Academies. We have 47 established Academies each with their own character and identity, and as one organisation are all committed to share effective practice across the group. As a leading academy sponsor, we are a growing organisation which is committed to improving the life chances of children and young people and the communities in which they live.

About Oasis and Oasis Community Learning

Our mission

OCL's mission is to create and sustain a network of excellent learning communities working in the context of the Oasis ethos where every child can reach their full potential. OCL believes this can be achieved through clear leadership, outstanding staff, a positive, affirming environment, strong partnerships between children, parents/carers and the local community and the wider national and international links that Oasis' global operations create.

In the primary phase this includes helping younger children to understand their own community as well as those nationally and internationally. We believe that individuals thrive best when the community around them flourishes. This is why, as part of our dedication to raising educational standards, we recognize that children don't live in isolation; they are impacted, influenced and shaped by the lives and circumstances of those around them. For this reason, we are committed to the principle that 'Every Person Matters' – every child, every parent, every community member.

About the directorate

The OCL Academies Education Directorate has put in place a system of governance and performance management to secure ongoing improvement across all Oasis Academies. We refuse to accept that there is a ceiling on what can be achieved and we continue to set ourselves increasingly challenging targets.

All our academies have shown a trend of improving outcomes that is significantly above the national average rate of improvement for schools across the country.

As part of this strategy, we deploy a range of highly experienced practitioners to impact on the work of our Academies and address barriers for improvement. Our school improvement team includes successful headteachers, current Ofsted inspectors and subject specialists.

We are also developing strategic partnerships with a number of proven key providers who are working with us in such areas as attendance, literacy and raising attainment. We are working in partnership with the National College to put in place training programmes for our middle and senior leaders to develop leadership capacity. We have also formed a strategic relationship with Future Leaders, enabling us to recruit talented leaders that are committed to work with children from disadvantaged backgrounds.



For many years Brislington has been the sleeping giant of secondary education in Bristol. The Academy possesses many strengths and a committed staff team but the reality is that standards have been too low for many years. BEC, the predecessor school, was rated as inadequate by Ofsted in January 2013, it has since seen some significant improvements which were recognised in our HMI monitoring visit in December 2014. Whilst there is already a strong momentum for progress, it is important to recognise that further and rapid improvement is still required in order to ensure the best possible outcomes for our students. Our aim is to create a school which will be the focal point of belonging for young people, a place where they are safe and are known and supported as individuals. We are already working to establish an ethos that emphasises high academic achievement and strong character development in order to prepare children for outstanding examination outcomes alongside wider skills, attributes and experiences.

Oasis Academy Brislington is part of the Oasis family of Academies in the South West, where the regional approach is informed by the principle of “shared strength and collective responsibility”. We celebrate that each of our Academies are unique; what connects us is our shared ethos.

The Specialist Centres cater for 55 pre 16 students (approximately 35 ASD and 20 SLCN) and 10 Post 16 ASD students. We are situated on a mainstream site to be able to access mainstream lessons where applicable, but have our own classrooms and space, where majority of the students are educated in 8 classes with a teacher and at least 1 TA. Our students’ academic abilities currently range from P8 to top grade GCSE. We deliver the National Curriculum, differentiated to the students’ needs and support their sensory and physical needs. We have a hydro pool and a range of OT equipment to support the students development and can therefore support alternative therapies. We have a Life Skills flat, but can also access the mainstream facilities such as the Library, Catering rooms and Sports area.

 **Oasis**

Academy:
Brislington

Post:

Teacher of ASD and SLCN for
Specialist Centre

Responsible to:

Principal, under the day to day
leadership and management of
the Assistant Vice Principal –
Specialist Centre

Salary:

MPS 1-6/UPS 1-3 & 1 SEN point

Location:

Oasis Academy Specialist
Centre, Brislington, Bristol

Working Pattern:

Full Time

Disclosure Level:

Enhanced DBS



Job purpose:

Carry out the professional duties of a qualified teacher in accordance with the current School Teachers' Pay and Conditions document. To work within the ASD and SLCN Specialist Centre

Job Description

SPECIFIC RESPONSIBILITIES:

- A.** Teach across the age and ability range, in line with the Specialist Centre Academy's programmes of study, in such a way as to challenge and inspire students of all abilities
- B.** Set high expectations which inspire, motivate and challenge students
- C.** Demonstrate good subject and curriculum knowledge
- D.** Plan, prepare and teach well-structured lessons adapting teaching to respond to the strengths and needs of all students assigned to him/her according to the students' educational needs with reference to prior attainment, SEN and English as an additional language as required
- E.** Assess, record and report on the development, progress and attainment of students assigned to him/her in line with Academy policies
- F.** Contribute to the planning and implementation of the curriculum in accordance with the Specialist Centre Academy and subject guidelines
- G.** Liaise with colleagues to ensure a coherent programme of study for the students assigned to him/her
- H.** Set high expectations for students' and develop their behaviour for learning through well focused teaching and through the development of positive and productive relationships
- I.** Be familiar with, support and reinforce the aims, ethos, policies and procedures of the Academy and curriculum area with students, staff and parents where appropriate
- J.** Promote enrichment and extension activities related to the subject
- K.** Be responsible for an aspect of the Curriculum Development/Improvement Plan, as agreed with the curriculum leader
- L. 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.

OTHER:

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 Principal. The postholder 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.

Job Description continued

All teachers take an active role in the Academy's pastoral care of students and the post holder will be expected to fulfil the role of form tutor.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

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

Our Purpose

Oasis Academies exist 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.

Oasis Ethos

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our values can be summarised in five statements:

1. A passion to include everyone
2. A desire to treat everyone equally, respecting differences
3. A commitment to healthy and open relationships
4. A deep sense of hope that things can change and be transformed.
5. A sense of perseverance to keep going for the long haul.



	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status 	
Experience, Skills & Knowledge	<ul style="list-style-type: none"> Experience of working with SEN students Secure knowledge of ASD and SLCN and be able to implement appropriate ASD and SLCN strategies and behaviour programmes Ability to plan, implement and evaluate the teaching and learning for a class of students across the curriculum to ensure progress Ability to differentiate across the curriculum Ability to contribute a curriculum subject lead Use of assessment and attainment information to improve practice and raise standards Use of strategies to promote good student relationships and high attainment in an inclusive environment Evidence of a commitment to own professional development 	<ul style="list-style-type: none"> Development of partnerships with other schools, business and the community Experience of differentiated teaching strategies Knowledge of using communication strategies such as Makaton and PEC systems. Knowledge of TEACCH systems An understanding of education within a Multicultural/Multi-faith city Experience of positive handling techniques Ability to use and promote a wide range of teaching methodologies Understanding and knowledge of Mindfulness Understanding of Sensory development Disability and Equality awareness Clean driving license Minibus Driver (MIDAS)

Person Specification continued

	Essential	Desirable
Experience, Skills & Knowledge	<ul style="list-style-type: none"> • Excellent communication and presentation skills • Competent user of ICT • Competent co-ordinator and motivator • Ability to plan and resource effective interventions to meet curricular objectives • Experience of, or ability to undertake positive handling training (Team Teach) • Experience of behaviour management skills 	
Personal Qualities	<ul style="list-style-type: none"> • Actively supports the Academy's aims • Being a reflective practitioner and actively seeking CPD opportunities to develop your own practice • Active participation in Academy developments such as extra-curricular activities/ educational visits / out-of-hours learning • Passion for teaching • Energy, enthusiasm and flexibility • Good health and attendance record • Sense of humour and a positive outlook on life • Ability to work under pressure and determination to succeed 	

Person Specification continued

	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people. • Willingness to undergo appropriate checks, including enhanced DBS checks. • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline • Commitment of team ethos and approach • Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos 	