



Teacher of Maths
Oasis Academy John Williams



Welcome to Oasis Academy John Williams!

Thank you for taking the time to consider us as a potential future employee! Oasis Academy John Williams is a very special place to learn and work. I have been part of our incredible journey for seven years, serving the last four as Principal, and am exceptionally proud of our students, staff and wider community.

Since 2008 we have seen our student outcomes in terms of academic achievements increase from 22% 5A*-C in EM to 52% in 2015. This in combination with our exceptional Value Added score of 1033 reflects the success of our young people and is testament to the commitment, drive, passion, energy and talent of our exceptional team of staff!

Our last Ofsted visit was in January 2013, when we were judged to be a 'Good' school with 'Outstanding' Leadership and Management, and I believe that we have moved yet closer to our aim to become the exceptional school our community deserves. We value strong relationships with our parents and carers, and know that through working closely together it is ultimately our young people who benefit.

We like to keep things straightforward at Oasis Academy John Williams, and as such our priorities are simple. For our young people we want 100%, everyone, to achieve their personal best, whilst wrapped in 360° of care, support and challenge and in doing so, to develop the conditions to thrive in learning and life.

People matter. For our staff we place a high value on personal development and professional learning, aiming for every lesson, every day to be good or better. We invest heavily in supporting the growth of our team as exceptional teachers and leaders, believing that if our young people are surrounded by caring, committed and talented staff that they will be best placed to achieve remarkable success! Being part of a Multi Academy Trust which has 3 secondary schools in Bristol, and a further 15 nationally, offers many opportunities for collaboration and professional learning; we are a family and work closely together to ensure that we deliver exceptional education at the heart of our local communities.

We are looking for somebody exceptional to join our team; if as you read through the information in this pack, you find yourself wanting to understand more, please do get in touch by telephone or email and also take a look at our website. For the right person, this is a truly unique opportunity.

Victoria Boomer
Executive Principal



Oasis

Oasis was established in 1985 and has now grown into a group of charities working to deliver housing, training, youth work, healthcare, family support and primary, secondary and higher education. In the UK Oasis employs around 2,000 staff as well as working with thousands of volunteers. Oasis also works in nine other countries and 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 40 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

Oasis

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 will thrive best when the community among them flourishes. This is why, as part of our dedication to raising educational standards, we recognise 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 been 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.



About the Academy

Oasis Academy John Williams is a hugely rewarding place to work. Every day we accept the challenge of ensuring that our young people, many of whom come to education significantly disadvantaged, receive an excellent education as defined by high levels of achievement and rates of attainment that are rapidly improving.

Being oversubscribed in KS3 and receiving over 800 visitors during our open evening programme in September 2013 is a strong indicator of increasing community confidence. When our Academy was built it represented the first piece of significant investment in our community in a generation; our mission is to place education and learning at the centre of our community.

Our student body is predominantly White British (90%) with 55% of students being eligible for additional support through the Pupil Premium. 10% of students are currently supported at School Action Plus or with a statement of SEN. Low levels of literacy on entry remains a key challenge; we work hard to rapidly close gaps

between reading age and chronological age so as to ensure all young people can access learning effectively.

The profile of our year 11 students in 2013 in relation to prior attainment bands were 42% Low (15% NA) 48% Middle (53% NA) and 10% High (33% NA); the students achieved 53% 5A*-C EM. Our current year 8 have a profile of 21% Low, 53% Middle and 26% High demonstrating the comprehensive nature of our Academy. We do not believe that any of their characteristics should serve as insurmountable barriers to achievement; they simply highlight the job we have to do.

We opened our Sixth Form in September 2010, and during the past 3 years have extended our provision. A level courses currently include Art, Biology, Chemistry, English Literature, History, Law, Mathematics, Media Studies, Sociology and Spanish, complemented by BTEC National Diplomas in Art, Dance, Health & Social Care and Sport.



Job Description

Post: Teacher of Maths

Salary: M1-M6/UPS1-3

Responsible To: Principal, under the day to day management and leadership of the Director of Maths

Location: Oasis Academy John Williams, Bristol

Working Pattern: Full Time

Disclosure Level: Enhanced



Job Purpose

Carry out the professional duties of a qualified teacher in accordance with the current Scholl Teachers' Pay and Conditions document.



Job Description



Specific Responsibilities:

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|----|--|
| A. | Teach across the age and ability range, in line with the Academy's programmes of study, in such a way as to challenge and inspire students of all abilities |
| B. | Plan, prepare and teach lessons to 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 |
| C. | Assess, record and report on the development, progress and attainment of students assigned to him/her in line with Academy policies |
| D. | Contribute to the planning and implementation of the curriculum in accordance with the Academy and subject guidelines |
| E. | Liaise with colleagues to ensure a coherent programme of study for the students assigned to him/her |
| F. | Set high expectations for students' and develop their behaviour for learning through well focused teaching and through the development of positive and productive relationships |
| G. | 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 |
| H. | Promote enrichment and extension activities related to the subject |
| I. | Be responsible for an aspect of the Curriculum Development/Improvement Plan, as agreed with the Curriculum Leader |

J.

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 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.



Teacher of Maths

Person Specification

Our Purpose

Oasis Academies exists to provide a rich and balanced educational environment which caters for the whole child - academically, 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 Community Learning Ethos

Our ethos is an expression of our character, it is a statement of who we are and therefore has to be 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 • A degree in a related subject | |
| Experience, Skills and Knowledge | <ul style="list-style-type: none"> • Evidence of a commitment to own professional development • A keen interest in developing the teaching of Maths • Evidence of high achievement in teaching across Key Stages 3 and 4 • The development of Schemes of Work across the Key Stages • Effective use of Assessment for Learning to engage students as partners in their learning • 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 • Vision for the teaching of Maths • An understanding of Health and | <ul style="list-style-type: none"> • Development of partnerships with other schools, business and the community • Experience of successful AS & A2 Level Maths teaching • Strategies to enhance teaching and learning of ICT within Maths • An understanding of education within a Multicultural/Multi-faith city • An understanding of KS2 Maths curriculum • Ability to use and promote a wide range of teaching methodologies |

| | | |
|--------------------|---|--|
| | <p>Safety regulations affecting the curriculum area</p> <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 | |
| Personal Qualities | <ul style="list-style-type: none"> • Actively supports the Academy's aims and commitment to ITT • 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 • 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 • Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos | |