



Head of Food Technology

Information Pack

Dear Candidate,

Thank you for your interest in the role of Head of Food Technology at Oasis Academy Sholing. We are excited about the possibility of you joining us as we continue our journey of "Striving for Excellence" (SFX).

Our school community is close-knit, and we pride ourselves on offering a supportive environment where staff feel motivated and empowered. Strong relationships are at the heart of everything we do, ensuring that both students and staff thrive. We are committed to providing continued professional development for all staff, enabling everyone to grow their skills and realise their potential.

At Oasis Academy Sholing, we believe every student, regardless of their starting point or background, deserves an exceptional education. Our mission is to ensure that every young person reaches their full potential and receives nothing less than the best education we can offer.

As part of our team, you will be encouraged to pursue your own personal development, as we place great value on nurturing ambition and supporting growth at all levels.

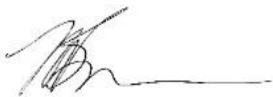
I truly hope you will consider taking the next step in your career with us. This position offers a wealth of opportunities for further professional advancement, and I am confident you will find it both challenging and rewarding.

Education is in a pivotal moment, and despite the increasing demands, it remains one of the most fulfilling and impactful professions. I believe that joining Oasis Academy Sholing will provide you with the chance to contribute to our continued success.

If you would like to discuss the role or take a tour of the academy, please feel free to reach out to our HR Officer, Louise Austin, at recruitment@oasissholing.org.

We look forward to hearing from you.

Kind regards,

A handwritten signature in black ink, appearing to be "Martin Brown".

Martin Brown
Principal



About us



Oasis Academy Sholing, located in East Southampton, Hampshire, has a rich and evolving history. Originally founded as Sholing Middle Road Girls' School between 1910 and 1912, the school has undergone various transformations over the years. The original buildings, which housed a boys' school, were repurposed for the girls' school during the early 20th century, with further alterations made between 1914 and 1920. By 1938, the school had become known as Middle Road Senior Girls' School, Sholing, and by 1954, it was renamed Sholing (Middle Road) Secondary Girls' School.

During World War II, the school temporarily relocated its students to nearby facilities such as Merry Oak Boys' School and St. Monica Road Boys' School. In the early 2000s, the school transitioned to become The Sholing Technology College in 2003, focusing on technology as a specialist subject. Despite this change, it remained an all-girls' institution, and by 2006, it had a student body of 999 girls.

A major shift occurred in September 2018, when the school joined Oasis Academy Trust, becoming Oasis Academy Sholing. Oasis Academy Trust, established in 2004, is an educational charity dedicated to improving the lives of children and young people by creating and managing academies across the country. As part of this wider network, Oasis Academy Sholing continues to contribute to the vision of transforming lives and communities. Today, Oasis Academy Sholing serves children aged 11 to 16 years and is committed to providing high-quality education, with a strong focus on community and individual development.



Our offer to you

Integrated training & development opportunities

As our curriculum and tech evolve, so do we! We are all about helping our team grow, whether it is through external certification courses, internal development programs, or training days. If you are looking to take your career in a new direction, we've got your back with plenty of opportunities to learn and level up. With our training packages and clear staffing structure, there's a straightforward path for career progression within Oasis.

Support and sharing best practice

Through ongoing support from our National Lead Practitioners, Best Practice Academies, Regional Directors and Monitoring and Standards Team, our academies continually progress and innovate learning for both students and staff alike.

Free Support Service

As part of the Oasis team, you'll also have access to a free, confidential counselling service whenever you need it.

Health Scheme

We're excited to be part of the Health Shield Cash Plan Scheme, which means our team can opt in for just a small monthly fee and enjoy great benefits, including:

- Money back for everyday healthcare like dental, optical, physiotherapy, and chiropody
- 24/7 GP access over the phone at a time that works for you
- Direct access to a qualified physiotherapist
- A 24/7 helpline offering advice and support on everything from family matters, stress, and bereavement, to legal info, tax, and money management
- An online rewards portal full of exclusive discounts, deals, and cashback on everything from groceries to travel and dining.

Plus, children up to 21 living at home and studying full-time are covered at no extra cost!



Dear Candidate

Thank you for your interest in the position of Head of Food Technology at Oasis Academy Sholing.

I hope you find the information pack helpful. If you feel that that this is a post that you would like to apply for, please submit your application online by visiting our website. From there, you will be directed to the OCL jobs board where you can submit your application. There is also the facility to download an application form, and you can return it using the following email address: recruitment@oasissholing.org.

The closing deadline for applications is no later than **Monday 31st March at midday**.

Candidates should be aware we will seek references on shortlisted candidates for Academy based positions and may approach previous employers for information to verify experience or qualifications before interview. Please ensure you provide the name, address, and status of two referees, one of whom should be your current direct manager.

Interview date will be **Wednesday 2nd April 2025**. If you do not hear from us by close of business on **Monday 31st March 2025** you should assume that your application has not been successful. Unfortunately, we will not be able to provide feedback on your application at this stage.

If you would like to know more about us before you apply, please see our website www.oasisacademysholing.org, or if you are not clear about any aspect of the application procedure, do not hesitate to contact us for clarification.

I wish you well and thank you once again for your interest in what we know will be a satisfying and rewarding post.

Yours sincerely

Louise Austin

Louise Austin
HR Officer

Head of Food Technology

Job Description



POST:	Head of Food Technology
START DATE:	September 2025
RESPONSIBLE TO:	Principal, under the day-to-day management of a member of the Principal's leadership team
SALARY:	MPS/UPS + TLR 2b
LOCATION:	Oasis Academy Sholing, Southampton
WORKING PATTERN:	Full Time, Permanent
DISCLOSURE LEVEL:	Enhanced

The Applicant will:

- Establish and maintain policies and practices which promote high achievement through effective teaching and learning and provide a broad and balance curriculum,
- Create an environment where students and staff develop and maintain positive attitudes towards teaching and learning.
- Use data effectively to monitor and evaluate student progress; planning and implementing effective intervention to support all students to achieve highly.
- Analyse national, local and Academy data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies to report regularly to the Principal on progress and plans.
- Contribute to the Academy Improvement Plan and establish an effective subject Improvement Planning Cycle to meet Academy strategic priorities.

Job Description

continued...



Teaching and Learning

- Leading the development of appropriate, challenging and differentiated schemes of learning that ensure all students make rapid and sustained progress.
- Ensure teaching and learning objectives are clear to all members of the subject team.
- Ensure effective development of students' literacy, numeracy and ICT skills within the subject.
- Develop the curriculum to meet the needs of all students, introducing, planning and implementing new courses of study to meet KS4 and KS3 curriculum initiatives and developments.
- Track progress of students regularly against prior attainment and local and national norms and identify students at risk of underachieving. Tailor the curriculum as appropriate.

Leading and Managing the Staff

- Line manage members of the Food Technology team and provide effective support, challenge, information and professional development for all staff within the subject area as necessary.
- Establish clear expectations and high standards of professionalism and collaboration across the subject.
- Take an active role as a Team Leader within the Academy's performance management policy to develop the professional effectiveness of colleagues.
- Providing structured support and assessment for NQT and ITT trainees to enable them to meet the relevant professional standards.
- Work in collaboration with the SENDCI and Year Leaders to ensure that individual plans are used to set subject specific targets and support progress, as required.

Efficient and Effective Deployment of Staff and Resources

- Use appropriate resources, in consultation with the Principal, for effective, efficient and safe teaching and learning within the subject area; accommodation, staff, time, courses, development opportunities, ICT equipment.
- Create an effective and stimulating learning environment for teaching and learning.
- Deploy accommodation to effectively meet the teaching and learning needs of the subject.
- Ensure a safe working and learning environment through application of appropriate risk assessment.

Teaching commitment

The post holder will be expected to teach in line with the Academy's generic job teacher's description. Designated non-contact time for leadership and management responsibilities will be made available.

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 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.

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

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

Person Specification

ESSENTIAL

DESIRABLE

Qualifications

Qualified Teacher Status	Masters Degree
A degree in appropriate subject	

Professional Development

Evidence of a commitment to own professional development	Recent relevant training in leadership and management
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Experience

Evidence of high achievement in teaching across the Key Stages	Professional development/ mentoring of colleagues
A keen interest in developing the teaching of Food Technology	Experience of leading a development within a team
The development of schemes of learning across the Key Stages	Successful teaching of food in further education
Effective use of Assessment for Learning to engage students as partners in their learning	Working effectively as a form tutor

Knowledge

Use of assessment and attainment information to improve practice and raise standards	An understanding of KS2 and/or post 16 curriculum
Secure knowledge of the Food Technology curriculum at KS3/4	
Use of strategies to promote good student relationships and high attainment in an inclusive environment	
An understanding of Health and Safety regulations affecting the curriculum area	

Person Specification

continued...

ESSENTIAL

DESIRABLE

Skills

Excellent communication and presentation skills	
Competent user of ICT	

Commitments

Actively support the Academy's aims	Innovative curriculum development and partnership with other schools in the wider community, including business and university links
Commitment to ITT	
Lead extra-curricular activities/ educational visits / out-of-hours learning	
Commitment to innovative curriculum development and partnership with other schools and the wider community	

Personal

Passion for teaching	
Energy, enthusiasm and flexibility	
Resilience and a positive outlook on life	
Ability to work under pressure and determination to succeed	

Oasis Academy Sholing are committed to safeguarding and promoting the welfare of young people and expect all staff and volunteers to share this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks

Explanatory Notes

Applications will only be accepted from candidates completing the enclosed Application Form. Please complete ALL Sections of the Application Form which are relevant to you as clearly and fully as possible. CVs will not be accepted in place of a completed Application Form.

Safeguarding Children and Young People

We are 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

1. Candidates should be aware that all posts in Oasis Community Learning involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post. Please see the job description enclosed in this Application Pack for further details.
2. Accordingly, this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as “spent” must be declared.
3. If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including those related to children or young people (whether the disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.
4. Where neither your current or previous employment has involved working with children, your current employer will be asked about your suitability to work with children, although it may where appropriate be answered not applicable if your duties have not brought you into contact with children or young people.

Interview Process

After the closing date, short listing will be conducted by a Panel, who will match your skills/ experience against the criteria in the Person Specification. You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
 - Documentary evidence of identity that will satisfy DBS requirements such as a current driving license including a photograph and/or a passport and/or a full birth certificate
 - Documentary proof of current name and address (i.e. utility bill, financial statement etc.)
 - Where appropriate any documentation evidencing a change of name
 - Documents confirming any educational or professional qualifications that are necessary or relevant for the post.
- Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

We will seek references on shortlisted candidates for Academy based positions and may approach previous employers for information to verify experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

If you have an enquiry, please contact the Academy Office at:

Oasis Academy Sholing
Middle Road
Southampton
SO19 8PH

Reception is open Monday to Thursday 8:00am – 4:00pm, Friday 8:00am – 3:30pm

Tel: 023 8044 8861



