



Principal
Oasis Academy
Brightstowe



Exceptional Education at the Heart of the Community

Dear Colleague,

I would like to take this opportunity to warmly welcome you to Oasis Community Learning (OCL). As the CEO of OCL, I am passionate about and proud of our family of Academies and so proud of our students and staff teams.

It is our vision to create exceptional education at the heart of the community. Through our Hub strategy we are committed to serving some of the most disadvantaged neighbourhoods across the country. Our goal is always to build the character and competence of every one of the children and young people we work with as we seek to transform their life opportunities.

OCL is making great progress, with our academies moving from 30% to 81% “Good” or better with steadily improving outcomes at all phases of education. This is a great time to join the OCL family.

In this pack you will find information on both OCL as a Multi-Academy Trust and Oasis Academy Brightstowe. We have also included a job description outlining expectations and duties for the role along with a person specification you can use to match your experience and suitability against.

We strongly encourage you to visit Oasis Academy Brightstowe where you will be able to meet with representatives from Oasis as well as to get a feel for the school and all we stand for. Please do get in touch with us at sam.russe-jones@oasisuk.org if you would like a tour.

If you wish to apply for the position with us, please complete all sections of the application attached to the advert or found on our website www.oclcareers.org including our Equal Opportunities form. Following the closing date, shortlisting will take place and all applicants will be contacted about the outcome of their application. If you are invited to interview we will provide further details nearer the time

It is a privilege to serve our communities so we need the very best educational leaders we can provide....will this be you?

Very best wishes

John Murphy
Oasis Community Learning CEO

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About Oasis

For over a decade Oasis Community Learning has been helping children and young people reach and realise their potential.

Born out of the Oasis global charity, previously established in 1985 by Rev. Steve Chalke MBE, our first Academy opened in 2007. It was Steve's vision to open a school that was inclusive of all and provided opportunity for the whole community. Since then we have grown as a family into 52 academies spread across the UK, each part of a developing community Hub. We are proud to be one of the largest Multi-Academy Trusts in the UK.

We work in some of the most socially disadvantaged areas, and believe passionately in each of the communities we serve. We know them to be places of great potential and are committed to their continual positive transformation.

You will be joining our family at a very exciting time for Oasis Community Learning (OCL) – our sustained improvement rate has risen from 30% to 81% 'Good' or better Ofsted judgements since 2014.

To learn more please about Oasis Community Learning visit –
www.oasiscommunitylearning.org



Over **29,000** pupils



Over **5,500** staff



52 academies

Oasis' Vision

The over-arching vision of Oasis is for community – a place where everyone is included, making a contribution and reaching their God-given potential. As well as delivering first-class, innovative education, Oasis seeks to build a 'Hub' in each of the areas where we work; creating safe and inspiring local neighbourhoods that provide integrated and diverse services to benefit the whole person and the whole community.

Within the context of Oasis' overall vision, is to create **'Exceptional Education at the Heart of the Community.'**

Oasis understands the complex responsibilities of education through the lens of character, competence and community. These principles are intentionally developed and embedded in all of our academies.

Together, Oasis staff aspire to:

- Create safe, stimulating learning environments
- Increase progress and attainment above national averages
- Provide teaching quality which secures good and accelerated progress for all students

The Oasis Ethos

Our ethos is the lens through which we view everything. At Oasis we look to employ 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

Compassionate	Patient	Humble
Joyful	Honest	Hopeful
Considerate	Forgiving	Self-controlled



Partnerships and Staff Development

Oasis Academy Brightstowe is outward looking and engages with a wide range of external partners, both within the Oasis family and beyond to ensure continued improvement.

A cornerstone of the Trust improvement mechanism is the exceptional support the Academy receives from the Strategy and Innovation Team. This includes a comprehensive centralised curriculum which is adapted for local context, an industry leading pedagogy approach and a high expectation and inclusive approach to the management of behaviour. The offer from the Trust is realised at a local level with high levels of staff training and support which ensures teachers focus on their core purpose of delivering exceptional lessons for every class, every day.

As a Trust we care deeply for our staff, children and community and the development of all is at the heart of what we do. The Academy benefits from a large professional development offer which is associated with being part of one of the largest Multi-Academy Trusts in the UK. Staff training is a key aspect of the academy day, with every colleague receiving a basic entitlement

of over 2hrs of professional development per week. For staff who want to further develop they are able to become coaches or mentors within subjects and benefit from the NPQ and Masters in Teaching courses, which the Trust offers in association with the Ambition Institute.

Staff benefit from national subject specific strategy groups and networks which meet half termly along with 3 weekly national staff training and meeting events. Locally, Regional Improvement Networks (RINs) between the 3 secondary Academies in Bristol help teams to learn from one another. All the training and support offers are further augmented by half termly subject visits from National Lead Practitioners.

The enthusiastic and skilful staff team are bursting with potential. Brightstowe provides the opportunity for the successful candidate to further accelerate the strong momentum which has been built over time. We require an exceptional candidate to encourage, inspire and nurture the leadership and wider staff team to deliver an exceptional education at the heart of the community.



Regional support

Oasis Community Learning understands that each Academy is unique and encourages each leader to shape their Academy in the right way for their community. Our Principals enjoy both individual autonomy and the benefits that come from being part of a regional and national family of Academies.

As Principal of Brightstowe, you will have the opportunity to forge strong relationships with two local Oasis primary Academies – Oasis Academy Long Cross and Oasis Academy Bank Leaze. Both Academies provide an exceptional education for their local communities with both being judged 'Good' in Ofsted inspections this academic year. Many children from these Academies go on to attend Brightstowe and welcome close collaboration to ensure a smooth transition and cross phase partnerships. Furthermore, the Academy works in partnership with the two other Oasis Academies in Bristol. Oasis Academy John Williams and Oasis Academy Brislington. The interrelationship and

support network between the Principals of each Academy is a key relationship to foster and benefits the staff and children of Brightstowe in providing value add to students' education and staff experiences.

As part of the Oasis family of Academies in the South West, you will enjoy the support and challenge of your peers and the Regional Director. You can expect high-quality, ongoing professional development. We share accountability and a determination to enable improvement within our Academies.

They want to see local communities that are characterised by trust, safety, cohesion, mutual support, vibrancy, health, opportunity, and have increasing capacity to address their own issues. Oasis want those who are excluded brought back into the community and to find wholeness and fullness within life.





Job Description

Post:

Principal

Accountable to:

Regional Director

Key Relationships:

Oasis Community Learning Chief Executive Officer, Regional Director, National Director of Academies, and the Hub Leader. The National Director of Secondary other Academy Principals, the Hub Council, and Oasis Community Learning Board of Directors

Location:

Oasis Academy Brightstowe, Bristol

Working Hours:

Full Time

Job purpose:

The Principal will be accountable for the leadership, internal organisation, management and control of the Academy. It will be for him/her to lead the staff in realising the vision of establishing and developing a unique, extended learning community which will cater for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally.

The Principal will ensure that the Academy not only serves students but also works closely as a part of Oasis Hub North Bristol to serve the whole community.

The Principal will also ensure that the Oasis ethos as well as the 9 Habits which flow from it permeate every aspect of the Academy's life.

Key Responsibilities:

In seeking to realise the vision for the Academy, the Principal would be expected to carry out the following duties as well as to recognise that the list is only indicative and that there might be other, similar duties which he/she might be required to carry out.

The Principal will be responsible for:

A. STRATEGY

- Formulating the aims and objectives of the Academy against the purpose, ethos and values of Oasis, as well as the overarching Oasis Philosophy of Education
- Producing and implementing Academy evaluation and improvement plans, setting strategic targets and performance indicators
- Ensuring the Academy is a unique model of learning for the community by integrating adults and students in line with Oasis' founding principles
- Ensuring the Academy is an integral part of the North Bristol Hub and serves as part of our model of community transformation
- Leading and inspiring the staff by their example and encouraging them to achieve the highest personal and professional standards at all times

B. LEADERSHIP OF STAFF

- Ensuring that the Academy is adequately and appropriately staffed, recruiting as necessary in accordance with Oasis Community Learning's HR policies and procedures
- Encouraging team development and an ethos which enables everyone to work collaboratively and accept responsibility for shared outcomes across the full age range
- Managing the deployment of all staff including line management responsibilities and accountabilities and contingency planning
- Ensuring that all staff (teachers and support staff) at the Academy receive appropriate, high-calibre information and training to enable them to carry out their professional duties
- Overseeing an accurate assessment framework in order to judge the quality of teaching and learning, and embedding of consistent high standards for all students including the most able and disadvantaged students
- To ensure leadership of an annual performance management cycle is carried out within the academy, making certain that adequate training and development opportunities are made available to all staff, and ensuring the recruitment and retention of high-calibre staff, as well as appropriate action where performance is unsatisfactory
- Liaising as appropriate with all staff unions or associations
- Ensure that all staff are annually appraised and that pay progression for teachers is appropriately managed, underpinned by a clear strategy for performance related pay
- Working with the Oasis National People Directorate to annually appraise leadership staff

C. LEADERSHIP OF STUDENTS

- To ensure all students are in a safe, secure learning environment in accordance with

safeguarding expectation in the latest statutory guidance issued by the Secretary of State for Education and DfE guidance

- Taking into account whole school strategies that promote awareness of the dangers of abuse, sexual exploitation, neglect, FGM, honour based violence, domestic violence, radicalisation and extremism, ensuring the Prevent Duty is fulfilled
- Ensuring that the Academy has an effective system of pastoral care in place for all students; providing appropriate support, encouragement, impartial advice and guidance in line with the latest DfE guidance in respect of course choice and the transition from the Academy to the world of work, training, Further or Higher Education, as well as their personal and spiritual development
- Ensuring students' learning and progress is effectively assessed through a rigorous assessment strategy, monitored and reported through the use of the Oasis Accountability Framework, and celebrated, so that students experience continuity and coherence in all their learning across the curriculum and the entire age range
- Providing all students with a personalised curriculum which meets their needs and which includes particular support for those with learning difficulties or those who may be particularly gifted and setting challenging targets for all
- Creating ways for students to be actively involved in the academy decision-making process and for their views on the learning process to be listened to and respected
- Providing ample opportunities to enhance their learning by participating in enterprise activities, residential courses, educational visits, work experience and other extra-curricular activities
- Determining strategies which ensure high standards of behaviour and attendance, developing and applying a constructive policy when exclusion needs to be considered as part of an area-wide approach
- Ensuring admissions are fair and inclusive, mirroring the Local Authority policy
- Ensuring the academy provides high quality spiritual, moral, social and cultural development for all students
- To fulfil the requirements of 16 to 19 study programmes as defined by the DfE

D. LIAISON WITH PARENTS/CARERS

- Keeping in close contact with parents/carers and being available to meet with them at any reasonable time to discuss their children's progress or welfare
- Sending them regular information about the academy and providing reports on their children's work and progress - ensuring parents/carers have opportunities to discuss these reports with academy staff

- Holding regular parents’/carers’ evenings or review days at least annually for each year group
- Creating opportunities for parents/carers to support the Academy through learning alongside students, helping with sports activities, accompanying trips, encouraging their children with their work and, if appropriate, forming a Parents’/Carers’ Forum to assist the work of the Academy

E. CURRICULUM

- Determining, organising and implementing a balanced and broad curriculum that has a positive impact on pupils’ outcomes and their personal development, behaviour and welfare
- Encourage and embed high expectations and aspirations amongst staff and students looking for innovative and creative solutions; and employing new technologies where appropriate; ensuring continuity and coherence across the full age range
- Developing Personalised Learning for all our students, whether high achievers or disadvantaged. To encourage them to select a variety of types of course, developing all their talents and abilities and widening their experience. We place equal value on personal development, preparation for life after school and academic progress maintained
- Arranging for the construction of the Academy timetable to facilitate the above arrangements and to ensure that its wider curricular aims are met
- Evaluating on a regular basis, standards of teaching and learning in the academy and ensuring that high standards of professional practice are established and maintained
- To oversee the development and implementation and sustained delivery of outstanding teaching, learning and assessment throughout the academy in order to support students achieving highly from their starting points
- Ensuring the Academy equips students positively for life in modern Britain and promotes fundamental British values. To foster greater understanding of and respect for people of all faiths and no faith, races, genders, ages, disability and sexual orientations, through their words, actions and influence within the Academy and the wider community, in line with the Oasis ethos

F. THE MANAGEMENT OF RESOURCES

- Allocating, controlling and accounting for those financial and material resources of the Academy which are the responsibility of the Principal
- Ensuring the maintenance and development of the premises and grounds to ensure maximum practical use and to provide extensive facilities for use by students and members of the community throughout the day, ensuring health and safety requirements are met
- Ensuring that all contracts for site management are negotiated to “best value” and that

performance against contract is reviewed on a regular basis

- Having due regard at all times for the health and safety of all users and ensuring that appropriate health and safety responsibilities are understood by all; setting up a health and safety committee according to the requirements of the Health and Safety Executive
- To work in close partnership with national and local cluster service teams in order to ensure compliance, high quality service and best-value

G. EXTERNAL LIAISON

- Developing collaborative links with the local Oasis Hub to maximise the opportunities for staff, students and families
- Maintaining positive and active relationships with other schools, businesses and agencies in the area, in particular with other local primary schools
- Developing further the good relationships already established with the Local Authority to promote coherent educational programmes within the area
- Working collaboratively and effectively in line with the latest statutory guidance for multi-agency work, to underpin strong community relationships and partnerships that support students’ welfare and development, including social services, health care providers and emergency services
- Helping to shape the Oasis Academy model and developing links with other Oasis Academies, as well as seeking links with other schools worldwide
- Initiating, developing, and maintaining links with local business partners to secure a range of quality mentoring, work experience placements and internships for students in line with the vision for the academy

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.

Qualifications	<ul style="list-style-type: none"> • NPQH (desirable) • Qualified to degree level • PGCE (or equivalent) – Qualified to Teach in England • Evidence of recent, relevant professional development
Experience	<ul style="list-style-type: none"> • Leading and managing people individually and in teams to a high standard • Managing change through bringing innovative ideas to traditional approaches to teaching and learning • Managing and improving the curriculum offer resulting in demonstrable impact • Understanding and/or experience of managing finances and ensuring financial sustainability • Experience of managing risk across a school or organization • Experience of operating an organisation from a health and safety perspective • Breadth of experience in school leadership, e.g. one or more from the following: pastoral and academic leadership experience; teaching in several contrasting schools or working in other sectors beyond education • A proven track record of effective headship or senior leadership in an urban primary or secondary school, ideally graded as good or outstanding by Ofsted • Experience of working effectively with the local community
Knowledge Skills and Abilities	<ul style="list-style-type: none"> • A wide knowledge of current and proposed education policy and the legal framework within which academies and schools must operate, particularly in relation to safeguarding • A wide understanding of the links between education and community transformation • An ability to effectively prioritise and plan for self, others and the organization • An ability to problem solve and think creatively when dealing with complex issues • An ability to develop and communicate a complex vision in simple and easily-understood terms to a variety of audiences • An ability to manage and empower others to maintain high standards of student discipline in order to ensure a positive climate for learning • An ability to lead academy-wide improvement initiatives that have a demonstrable impact on student attainment
Personal Attributes	<ul style="list-style-type: none"> • Passionately committed to safeguarding and the welfare and wellbeing of children and young people • Willingness to undergo appropriate checks, including enhanced DBS checks • To work hard and remain fully committed, even when under pressure, always acting with consideration for yourself and others • Forgiving and committed to healthy inclusive relationships (strong interpersonal & diplomatic skills) • Emotionally resilient and therefore patient and persevering with challenging behaviours and attitudes • To be hopeful, honest and always act with integrity, taking a rigorous approach to improving standards in order to ensure transformation of pupils lives and their wider communities • Act with humility and as a team player by serving others both in the academy and the Oasis family • Able to demonstrate and communicate the Oasis ethos and 9 Habits in your behaviours and actions • Positive, passionate, enthusiastic, and able to help others be the same • Able to keep a sense of proportion by acting with self-control • Act with authenticity and integrity • To have high aspirations and a commitment to excellence, and to role model this behaviour to others • Self-disciplined and able to reflect and learn in order develop wisdom and understanding

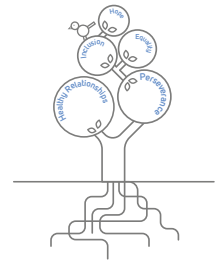
The Oasis Education Charter



Oasis Ethos

Our ethos is rooted in what we believe and who we are.

- We have a passion to include everyone
- We have a desire to treat everyone equally, respecting differences
- We have a commitment to healthy and open relationships
- We have a deep sense of hope that things can change and be transformed
- We persevere and keep going for the long haul



Oasis Learning

The purpose of education is to understand what it means to be human – living intentionally and asking two key questions: Who am I? Who am I becoming?

The foundation of our students' learning is made up of five integrated objectives

- We develop competence, striving for excellence in skills, knowledge and qualifications
- We foster character and self-belief and encourage our students and staff to become the best versions of themselves through the 9 Habits
- We embrace community, advocating the value of living interdependently with others
- We equip our students and staff to be engaged local and global citizens who strive for a better society
- We nurture and empower a life-long passion for learning in all the people we serve



Oasis People

As an interdependent family, we enjoy exceptional strength and opportunity.

- We believe that good relationships are at the heart of everything we do
- We support and encourage each other in championing the Oasis ethos
- We work, learn and develop together so that students and staff can share and benefit from everyone's best practice



Oasis Purpose

We work in partnership with our communities to transform lives, where everyone is included, can contribute and is able to reach their God-given potential. We deliver this through an Oasis Hub our model of integrated community development.

- We deliver education in the context of our Hubs
- We create a culture of excellence for all



Oasis Inclusion

Our vision is driven through a passion and commitment to include everyone.

- We believe our all our children and young people are precious; we prioritise social inclusion and integration in all we do
- We model and set high aspirations and expectations for every child and young person and member of staff
- We provide opportunities and experiences for all of our students, as well as their wider families, giving advantage to the disadvantaged



Oasis Curriculum

The curriculum is the heart of Oasis's educational provision.

- We make great learning the foundation of every lesson
- We design our curriculum to meet the needs of all
- We strive for personal as well as academic and vocational excellence, achieving outcomes that drive social mobility, and give everyone freedom of choice through their lives

