



Oasis Academy Shirley Park

Associate Assistant Principal –
Head of Sixth Form



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.

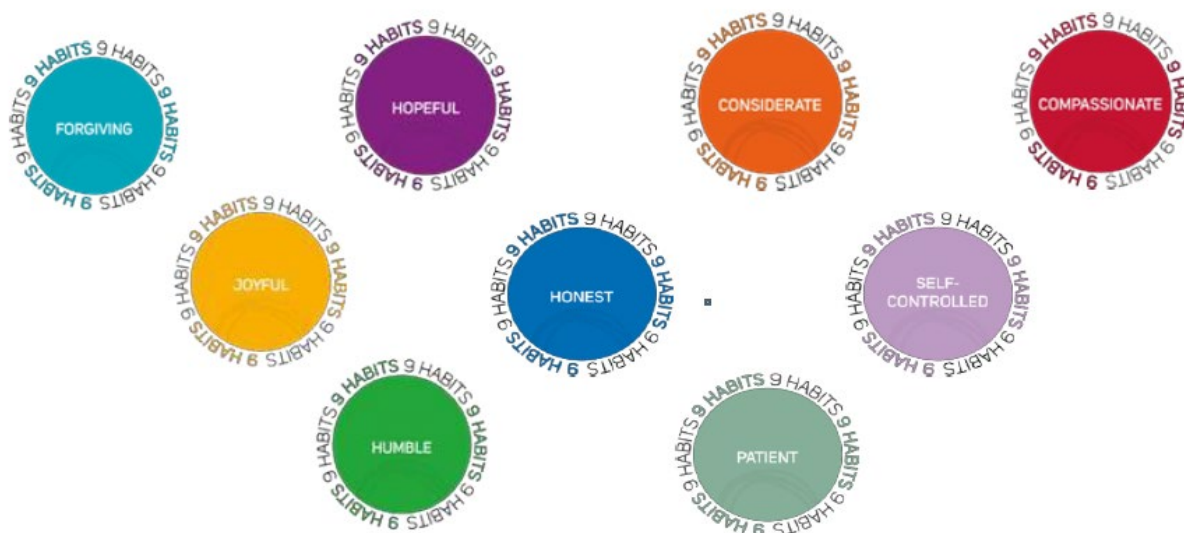
Our ethos is:

- 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 disciplinary. 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: Associate Assistant Principal – Head of Sixth Form

RESPONSIBLE TO:	Principal, with day-to-day management and leadership from a designated member of the Academy Leadership Team.
SALARY:	L8-11 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

Job Description: Associate Assistant Principal – Head of Sixth Form

Role Overview

The Associate Assistant Principal – Head of Sixth Form will provide strategic leadership and day-to-day management of Years 12 and 13, ensuring the highest standards of academic achievement, personal development, and student wellbeing. They will be a central figure in shaping the Sixth Form's vision, fostering a culture of ambition, resilience, and success. In addition to overseeing post-16 education, this role includes responsibility for the school's careers provision across Years 7 to 13, aligning with our *Building Bright Futures* agenda to ensure every student is well-prepared for life beyond school.

Key Responsibilities

Leadership & Management of Sixth Form

- Lead the strategic development of the Sixth Form, driving high standards in teaching, learning, and outcomes.
- Oversee student progress, attendance, and behaviour, ensuring strong pastoral support and academic excellence.
- Develop and implement policies to support student success, including independent study, enrichment programmes, and wellbeing initiatives.
- Lead on Sixth Form recruitment, ensuring a compelling and inclusive offer that attracts and retains students.
- Build a strong sense of community, encouraging student leadership, extracurricular engagement, and positive role modelling within the school.
- Line manage the **Head of Year 12, Head of Year 13, and the Sixth Form Wellbeing Lead**, ensuring a cohesive and effective pastoral structure.

Post-18 Destinations & Careers (Years 7-13)

- Provide expert guidance on university applications, apprenticeships, and employment pathways, ensuring all students receive personalised support.
- Lead the delivery of a high-impact careers programme across Years 7 to 13, embedding employability skills, workplace experiences, and external partnerships.
- Strengthen links with universities, employers, and industry professionals to expand opportunities for students.
- Ensure all careers education aligns with the *Gatsby Benchmarks*, statutory requirements, and the school's *Building Bright Futures* vision.

Whole-School Contribution

- Contribute to the wider strategic direction of the academy.
- Support staff development, particularly in Sixth Form teaching and pastoral care.
- Engage with parents, carers, and the wider community to promote student success and raise aspirations.
- Champion the Oasis Habits, fostering a culture of excellence, inclusion, and character development.

Person Specification

Essential Criteria

Qualifications & Training

- Qualified Teacher Status (QTS) or equivalent.
- Evidence of continued professional development in leadership and post-16 education.

Leadership & Management

- Proven experience in a leadership role within a secondary school setting.
- Experience in raising academic standards and improving student outcomes.
- Strong ability to lead, motivate, and manage staff effectively.
- Experience in developing and delivering a high-quality Sixth Form curriculum and enrichment programme.
- Experience of monitoring student progress and implementing interventions to support achievement.

Student Support & Pastoral Care

- A strong understanding of the challenges facing post-16 students and strategies to support them.
- Experience in managing behaviour, attendance, and student wellbeing at a senior level.
- Proven ability to build positive relationships with students, staff, and parents.

Careers & Progression

- Strong knowledge of careers guidance, university admissions, and apprenticeship pathways.
- Experience in delivering careers provision and work-related learning.
- Understanding of the *Gatsby Benchmarks* and best practice in careers education.

General Skills & Attributes

- Excellent communication and interpersonal skills, with the ability to inspire students and staff.
- Strong strategic thinking and problem-solving skills.
- Ability to work collaboratively and contribute to whole-school development.
- High levels of organisation and time management.
- A commitment to the ethos, values, and vision of Oasis Academy Shirley Park.

Desirable Criteria

- Previous experience as a Head of Sixth Form or in a similar role.
- Experience in managing large-scale careers programmes across multiple year groups.
- A track record of successfully supporting students into top universities, apprenticeships, or employment.
- Experience working with external partners, such as universities, employers, and training providers.
- Familiarity with data analysis tools to track student progress and inform decision-making.

This role offers a unique opportunity to shape the future of our Sixth Form and make a lasting impact on students' lives, ensuring they leave school with the confidence, skills, and qualifications to thrive.