



Oasis Academy Lord's Hill Recruitment Information

Excellence for All: Entitling our students, staff and community to an exceptional education.



Thank you for showing interest in becoming a colleague at Oasis Academy Lord's Hill. As someone who has not only worked in a variety of educational settings but who has recently relocated to Southampton, I understand how important it is to gather a full picture of your prospective new place of work. The recruitment pack is a start in the process, which is best supported by a visit to the Academy, where you can meet the staff team and our excellent students.

I became Principal of Oasis Academy Lord's Hill in October 2018, having worked at the Academy since September 2017 as Associate and then Acting Principal. I am extremely proud to be the person entrusted to ensure the Academy's continued success at a particularly exciting time in secondary education.

I have a deep affinity for Southampton and the surrounding area. Southampton is a modern and vibrant city, and we are fortunate to be a short ferry journey away from the Isle of Wight and close to the New Forest with the beautiful beaches of Bournemouth to the West and Hayling Island to the East.

Oasis Academy Lord's Hill success story has been achieved in partnership with Oasis Community Learning, with the shared belief and that an excellent education can transform the lives of the young people in the community we serve. The school is housed in impressive buildings and we continue to lay the foundations for future success.

Our staff, students and community are committed to making Lord's Hill an outstanding school. Under my leadership we are constantly focussed on improving outcomes for our young people and are looking for colleagues who want to be part of a very special rise to outstanding.

Due to the incredible work of our local primaries, our intake is above national average on entry. This provides an incredibly exciting challenge. We are excited to hear from anyone who feels they could play a part in joining us on the journey to excellence and welcome applications from outstanding teachers and leaders, who have a genuine commitment to transforming the lives of our young people and the community we serve.

It is our belief that through valuing teacher and student entitlement, together with a sharp focus on high quality teaching and learning, we can transform the Academy into one of the highest performing secondary schools in the country. We want to develop a broad, exciting and academic curriculum which will become our unique selling point. Through this, we will equip Lord's Hill students with the knowledge and character they need to compete for the most prestigious opportunities in the future.

The remainder of the recruitment pack explores further our commitment to our vision, values and outlines our determination to put people at the heart of the change which we will lead.

I look forward to welcoming you to Oasis Academy Lord's Hill soon.



Rob Forder

Academy Principal
Oasis Academy Lord's Hill



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 around Europe, Asia, Africa and North America.

Oasis Community Learning (OCL)

Oasis Community Learning is an educational trust established in 2004 with the express purpose of transforming lives and communities through the development of Oasis Academies. We have 52 established Academies, each with their own character and identity and as one organisation we are all committed to share effective practice across the group. As a leading Academy sponsor, we are committed to improving the life chances of children and young people and the communities in which they live.

Oasis 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.

This includes helping 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.

Our Purpose

Oasis Academies exist 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.

Our Values

Our values are at the heart of everything we do at Oasis Academy Lord's Hill. We take great pride in working with our students, our families and with the wider community to help release their enormous potential. Our values are:

- 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





We believe teachers are the most valuable resource a school has in transforming the lives of young people.

Teaching and Professional Development at Lord's Hill

Our teaching and learning vision states that:

As experts in their subject, teachers present content clearly and in a way that is comprehensible to young minds. They rigorously plan lessons based on an understanding of prior knowledge, and apply strategies which enlist active participation. The instruction given and activities set by teachers provide challenge for students, and enable learning through changes to long-term memory. Following periods of learning, teachers check what students have understood, and use this to provide highly effective feedback and reshape subsequent planning. Teachers manage behaviour expertly, which enables a safe environment and shared responsibility for learning.

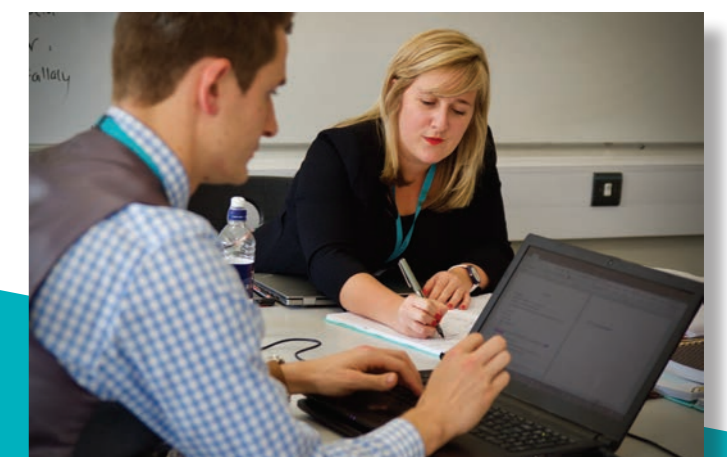
It is our belief that high quality professional development should be at the heart of school improvement. We are fortunate to be able to access a significant pool of experienced colleagues throughout the 52 Oasis academies across the UK and more locally within our strong South Coast regional team. This network enables colleagues to meet, discuss and share ideas to improve pedagogy.

Within the group, effective CPD is the core to improving teaching and learning and developing leaders. We invest heavily in both internal and external CPD. Teachers regularly gather to 'talk teaching' in briefings, taking advantage of our research & development rooms and allocated periods each week, along with weekly training events. To further support teachers we focus on personalised responses to improving teaching and learning, with each member of staff having their own personal development plan.

CPD begins from the moment you join us with tailor made induction for all new staff, who receive the support of a personal mentor. We carefully match training to develop professional pedagogy, and respond to emerging personal improvement priorities. We actively encourage all staff to lead training sessions to share best practice.

We value the support external training offers and are proud to be associated with Teach First and our local universities. Training opportunities continue with leadership project bursaries and bespoke leadership courses. All Leaders and potential leaders are encouraged to take part in NPQML, NPQSL and NPQH courses fully funded by us.

In addition we actively support and encourage colleagues to be involved in the numerous community activities and visits organized through our Oasis Hubs.





The Lord's Hill Way

Be Proud
Be Kind
Be Determined
Be the Best

Across the Oasis Academies in Southampton, it is our responsibility to provide young people with the passport for learning. Our curriculum supports the highest standards of teaching and learning enabling students to achieve their very best and prepare them for life in the 21st Century. We expect every student to make outstanding progress throughout their time at the Academy, regardless of their individual challenges or their starting point on entry.

We expect our students and staff to follow the Lord's Hill Way and set the highest personal standards where they are encouraged to be proud, be determined, be kind and be the best. In return, we offer an environment where they feel safe, secure and valued.

We believe our pastoral system provides the highest level of support and guidance across all years. Each year group has a dedicated Year Team Leader whose focus is to make sure every student fulfils their potential.

The Lord's Hill Way also forms the basis for our reward system, which is an important part of Academy life, vigorously supported by staff and parents, and attainable by all students regardless of talent or ability.

We strongly believe that staff and students have a vital part to play in the running of the Academies. In particular, our students' involvement, ideas and opinions are key to the structure of Academy life. They can express their student voice in a number of ways; by becoming a member of the prefect team, by becoming a member of their year group Student Council or by becoming part of any one of the different committee groups who help organise various events throughout the year.

As an extension to the Academy day, staff and students can get involved in a wide variety of extra-curricular pursuits to enhance learning or develop personal interests. This includes a number of external groups who run their clubs and activities using Academy facilities.

Significantly, we are proud of our links with the Saints Foundation and Southampton Football Club which further highlights our standing within the community. Saints Foundation provide us with a full-time Saints Champion at the Academy. This member of staff provides our students with a range of wider leadership opportunities, and works closely with small groups of students to ensure they feel valued and included.



Southampton is a vibrant, modern city which boasts one of the most fashionable shopping complexes in the south of England and offers a wealth of sporting, leisure, entertainment and cultural opportunities.

Southampton is the largest city on the south coast of England and the closest city to the beautiful New Forest National Park. It is the biggest trading and container port on the south coast too, with passenger ferries to the Isle of Wight and mainland Europe. Known as the cruise capital of the UK, it now has four large dedicated cruise ship terminals, which received 450 cruise calls last year.

Southampton's impressive access to the rest of the world doesn't stop at the water's edge. It has fantastic transport links by road, rail and air. It is less than 2 miles to the M27, enabling a quick exit to all routes out of the city. By road, London is approximately 75 miles away and only 70 minutes by direct train to Waterloo. Southampton International Airport is the leading 'fast-track' airport in central-southern England. It serves many UK and European destinations and onward connections worldwide; with both Heathrow and Gatwick are in easy reach too.

Time to relax and have fun...

To the north of the city centre is Southampton's popular cultural quarter, with the elegant art deco City Art Gallery, containing 3,500 works of art covering six centuries. Meanwhile, the work of up and coming artists and designers can be found in the nearby Millais Gallery.

Within walking distance is The Mayflower, the largest theatre in southern England, showing large-scale West End musicals as well as comedy, ballet and operatic productions. The Nuffield Theatre is split on two sites, including new state-of-the-art facilities in the city centre. It hosts performances from Shakespeare to contemporary drama. The city is also home to some of the region's best concert halls, several cinema complexes and two large multi-purpose venues staging major rock, current and classical music events.

Southampton is also noted for being the home of the RMS Titanic and World War II aircraft, the Spitfire. Both have fabulous dedicated exhibitions in the city; the Titanic at state-of-the-art SeaCity Museum, and the Spitfire at Solent Sky Museum. At the end of the day, the nightlife is in abundance, with a diverse selection of places to eat, drink and socialise.



Looking for a healthy balance?

As well as numerous indoor sports and keep fit facilities, Southampton has one of the largest open air sports and athletic arenas to be found in the south of England – the Outdoor Sports Centre, situated on the northern edge of the city. More centrally is sited the inspirational Quays Swimming and Diving Complex; one of only four high performance centres for diving in the UK and home to three of Team GB's Olympic divers.

A thriving city like Southampton is not complete without its Premier League football team and here is no exception. Southampton Football Club play at St Mary's Stadium set down in the heart of the city, on the banks of the River Itchen. The club's supporters are passionate about the game, the players and its legacy and on Saturday afternoons the red and white of loyal fans can be seen streaming across the Itchen Bridge.

We are an Academy who loves our football! Here at Lord's Hill we are especially proud to be involved with the Saints Foundation project, which runs a number of clubs at the Academy for students across the City. It has stimulated an exciting partnership between Lord's Hill and the Foundation, which continues to grow and offer new opportunities for staff and students.

The City is set to undergo further regeneration over the next few years, which will create more green spaces, waterfront, retail and business opportunities which, once completed, will bring thousands of new homes and a wealth of investment.

Southampton is a lively and friendly place to live and work, with the community at its heart.





Oasis Academy Lord's Hill

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