



**Regional
Director**
London & South East
Academies (Secondary)



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 and proud of our family of academies.

It is our vision to create Exceptional Education at the Heart of the Community. Through our Hub strategy we are committed to serve the most disadvantaged communities across the country. We want to build the character and competence of every one of our young people so we can seek to transform the communities we serve.

Over the last few years Oasis Community Learning has made rapid progress, with our academies moving to 81% Good or better. This is a great time to join the OCL family. As Regional Director you will secure great standards of education and develop capacity within this growing region of academies.

We need colleagues who have the necessary complimentary expertise to line manage and develop leaders and who understand and can enable the development of outstanding practice. 79% of our academies have joined OCL as sponsored academies where the predecessor schools had been failing in local authority care for many years. So If you want to join our Trust, it is vital that you have an ambitious growth mind set and believe that our children can achieve anything.

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

I look forward to meeting you if you are successful in being shortlisted for one of these exciting posts. Be part of something very special – Oasis Community Learning.

Very best wishes

A handwritten signature in black ink, appearing to read 'J. Murphy'.

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, but believe passionately in each of the communities we are based in.

We know them to be places of great potential and are committed to their continual positive transformation.

This journey is made possible by the outstanding people who work for us; leaders with vision, determination and drive to raise standards. We are securing better education across the group and closing the gap for our disadvantaged students every day through exceptional teaching and support. Since 2014 our sustained improvement has seen the percentage of Ofsted inspected Oasis academies attaining 'Good' or better rise from 30% to 81%.

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



Over **30,000** pupils



Over **5,000** staff



52 academies

The 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 whole community.

Oasis Community Learning's 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 a part of everything we do. 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



What to expect

There are plenty of opportunities to make a difference trust wide, and play a key role in creating new initiatives.

This could be through:

- Taking part in Monitoring and evaluation team reviews
- Joining strategy groups (such as Assessment, Safeguarding, Wellbeing, Mental Health, Champions and SEND.
- Developing policies for provision across the trust
- Pioneering new systems and approaches

London South East Academies

We currently have seven Secondary Academies within our London & SE region with OA Hadley being an all through Academy (2-18);

Oasis Academy Hadley rated Good

Oasis Academy Silvertown rated Good

Oasis Academy Arena rated Requires Improvement

Oasis Academy South Bank rated Outstanding

Oasis Academy Enfield rated Good

Oasis Academy Coulsdon rated Good

Oasis Academy Isle of Sheppey rated Requires Improvement





Job Description

Post:

Regional Director (Secondary)

Accountable to:

Chief Executive Officer (CEO),
Oasis Community Learning

Responsible for:

Secondary Academy Principals
and Executive Principals in the
London & South East region

Salary:

L48-L52 + Local Government
Pension Scheme

Location:

London & South East

Working Hours:

Full time, Monday to Friday,
with occasional work outside
of normal hours

Disclosure Level:

Enhanced

Job purpose:

To be responsible to the education outcomes and standards of the Secondary Academies in the region.

To be the Line Manager for the Secondary Academy Principals and Executive Principals in the region and to work with Academy Principals to provide support, challenge and guidance as appropriate.

To work in partnership with the delivery of services to academies.

To champion and promote the Oasis Ethos and purposes of OCL, to be an Oasis reference point in the region; to create a sense of belonging to the Oasis family of Academies and wider Oasis.



The Regional Director is responsible for:

A. REGIONAL ACADEMIES

- To monitor the performance, standards achieved and quality of education in the Oasis Secondary Academies in the region.
- To support the promotion of new Oasis Secondary Academies in the region and oversee their development with the national projects team.
- To analyse a range of pupil level data and to support Oasis Principals in the interpretation and use of data to raise standards.
- To ensure that the necessary actions needed to bring about improvement are implemented quickly and effectively and to ensure that such actions have the required impact.
- To oversee the deployment of Academy-to-Academy support and intervention strategies across the region.
- To work with the Oasis Secondary Academies to develop and disseminate highly effective practice both across the region and nationally.
- To contribute to pre-Ofsted and other Learning Reviews.
- To sign off any visits/trips/ expeditions to be undertaken by Secondary Academies in the region, in accordance with the OCL Policy.
- To be the point of contact for dealing with any critical incidents in the region.
- To liaise with the local authorities in the region and develop strategic partnerships (including business links) that will further support the work and effectiveness of the Secondary Academies in the region.
- To keep abreast of local, national and international policy, practice and research in relation to schools working in challenging contexts and advise accordingly.
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B. PRINCIPAL LINE MANAGEMENT

- To agree challenging and meaningful targets for improved attainment by supporting Secondary Oasis Academies in self-evaluation and improvement planning.
- To conduct with the Academy Council Chair the performance reviews of the Principal and to take part in Strategic Reviews.
- To work with Principals to achieve economies of scale across the Academies in the region.
- To be involved in the recruitment process of senior colleagues at each Academy.

C. OVERSEEING DELIVERY OF SERVICES

- To monitor the quality of service provided in the region by the OCL Service Departments (including governance, finance, FM, HR, Hub, ICT) and to ensure that the most efficient structures are in place to deliver highly effective and cost effective services. (Service delivery managers will be accountable to the Regional Director for the quality of the services provided in the region).
- To receive monthly budget statements for each Academy in the region, to follow up any significant concerns relating to budget forecasts and to sign off (in conjunction with the National Finance Director) the annual budget for each Academy.

D. CHAMPIONING THE OASIS ETHOS

- To promote the role of each Secondary Academy in community transformation by supporting the development of the Oasis Hub model.
- To work with the other regional managers for community services and chaplains in order to ensure integration of Oasis work at all levels.
- To attend key events in the life of the Secondary Academies in the region as the Oasis representative.
- To attend Academy Council meetings as appropriate.
- To take on other agreed national responsibilities as part of the OCL Academy Team.

E. SAFEGUARDING CHILDREN AND YOUNG PEOPLE

- Oasis 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 an enhanced DBS check.

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.

Person Specification

Qualifications	<ul style="list-style-type: none"> • General education to degree level (or equivalent). • Professional teaching qualification. • Evidence of recent and relevant professional development. • Right to work in the UK.
Experience, skills and knowledge	<ul style="list-style-type: none"> • Demonstrable experience of securing rapid and sustained improvement as a school leader and taking a school or academy to at least Good or Outstanding in the OFSTED framework. • Experience of sustaining successful senior leadership posts in more than one school or academy. • Successful recent experience of school leadership or as a member of an LA/regional/national school improvement team. • Recent experience of leading and managing educational initiatives at school, LA, or regional/national level. • Ability to interpret complex quantitative and qualitative data and use this analysis to inform planning, support and challenge. • Demonstrable experience of raising and sustaining standards in schools. • Understanding and experience of system leadership. • Ability to develop processes that encourage the sharing of best practice across academies in the region. • Ability to build capacity in colleagues through coaching or mentoring and brokering/delivering INSET. • Experience of leading and managing innovation and change. • Experience of monitoring, evaluating and improving the quality of education provision. • Ability to pursue challenging and rigorous questions and probe explanations. • Experience of Performance Management processes to maximise the contribution of senior colleagues. • Experience of managing disparate teams across different business functions. • Ability to build and develop strategic partnerships. • Ability to pursue challenging and rigorous questions and probe explanations. • Experience of Performance Management processes to maximise the contribution of senior colleagues. Experience of managing disparate teams across different business functions. • Ability to build and develop strategic partnerships. • Experience of systems leadership to bring about improvements across an organisation, embedding efficient and lean systems that ensure a quality service and value for money. • Awareness of what makes a successful recruitment campaign and experience of engaging and appointing the best leaders. • Knowledge of statutory governance requirements including Health and Safety and Safeguarding. • Experience of financial resource management and budget scrutiny. • Excellent interpersonal skills. • The ability to converse at ease with parents/students and members of the public, and provide advice in accurate spoken English'.

Personal qualities

- Passionately committed to safeguarding and the welfare and wellbeing of children and young people.
- 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 students' 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 in your behaviours and actions.
- Positive, passionate and enthusiastic and able to help others be the same.
- Able to keep a sense of proportion by acting with self-control.
- To have high aspirations and a commitment to excellence, and to role model this behaviour to others.

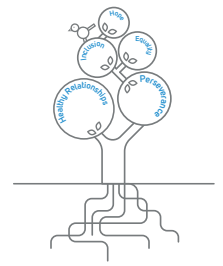
The Oasis Education Charter



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

