

## Principal Director

Application and information pack



A message from our Founder

## A very warm welcome to Oasis Restore, England's first secure school

**I'm glad to take this opportunity to introduce you to Oasis and specifically to Oasis Restore – the UK's first Secure School.**

I founded Oasis some 40 years ago, since which we've grown to become one of the largest charities in the UK. Oasis is a wonderful team of highly talented and deeply committed people working together to provide housing, education, healthcare, youth and family support, as well as countless other community building initiatives across the country.

Day after day, this work brings me face-to-face with a stark reality: our national systems of welfare, health, education, housing, etc, are failing the most vulnerable children and young people who, as a result, all too frequently find themselves caught in a persistent loop of exclusion that defines their future and inhibits their life chances.

That's why I'm passionate about Oasis Restore and equally about working in partnership with the Government, NHS England and Improvement, and a range of other partners across the charitable and public sector to bring about much needed radical change.

With a vision focused on restoration rather than retribution, creating a safe environment, with a holistic approach to education, care, and health. Restore is at the forefront of a long-awaited revolution in youth justice. The Secure School places therapeutic, integrated, and bespoke support for children, along with pathways for successful transition at the heart of the youth secure estate for the first time. By doing so, we will enable young people to make different choices and lead positive, productive lives.

All this is why we're now seeking to appoint an exceptional leader to join us on the journey as we realise this vision, someone who will bring their values, passion, character, expertise, networks and drive to Oasis Restore, as it develops.

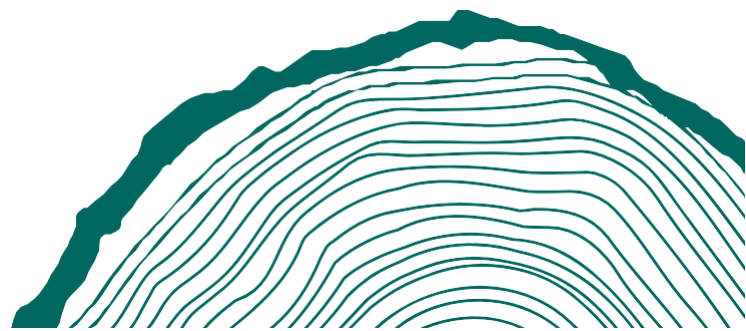
Your task will be to lead and further develop an incredible team of colleagues, at the same time as enjoying the benefit of drawing Oasis' experience built across the decades in education, housing, and youth work, with support from our national leadership teams.

Within this brochure you'll find out more about Oasis, our vision for Oasis Restore and, most importantly, about the role of our Principal Director.

I hope that, like me, you will be inspired by the opportunities and challenges that the Secure School offers – especially at such an unprecedented time for us as a society – and want to join us.

I'd be delighted to speak with you more about the project and invite you to contact Hazel Roach (EA) on [hazel.roach@oasisrestore.org](mailto:hazel.roach@oasisrestore.org) to arrange a quick call with either myself or our Chief Operating Officer, Clare Wilson. Otherwise please apply at [Current Vacancies - Oasis Restore](#).

Please also note that short listed candidates will be given the option to come and visit the site before interview. We really look forward to receiving your application and the chance to talk together.



**At Oasis, we're passionate that every community should be a happy, healthy place where every person is included and valued, and can thrive and achieve their full, God-given potential.**



*Steve Cole*

# Are you a dynamic and transformational leader looking for a unique role?

## About the role: Principal Director The Role

Oasis Restore Trust is seeking someone with extensive experience of leading a complex organisation, alongside both strong organisational and relational skills.

We are looking for someone who has demonstrable experience and knowledge of transformative leadership – leading complex systems and processes, with the ability to think laterally and strategically (preferably 3 to 5 years minimum). You will have led a challenging, high-pressure environment with a medium-sized organisation or service and been able to manage the deployment of staff and operations as well as provide care, aspiration and accountability.

The role will require you to be wholly committed to creating an integrated, therapeutic environment, with the goal of reducing the high-risk behaviours of vulnerable young people, as well as improving their well-being and life outcomes. This also means that building strong yet accountable relationships with your staff team is essential.

Oasis Restores model of care requires that you will be accountable for the holistic care, learning, health and outcomes of all our students, and the quality assurance cycles of the school.

You will therefore require to be someone who is adaptive to the leadership styles of your team and can lead others through ambiguity and complexity. As a successful candidate you will be ego-aware and understand the pivotal role that character plays in transformational leadership. You will be able to ask for help and create psychological safety for others to do the same.

The leadership structure of the school is designed to recognise both legislative frameworks it is required to operate within – as a Children's Home and an Academy – and the inter-dependent, integrated work at every layer of the organisation that is needed to achieve its guiding vision.

Working closely with the Executive Team, you will draw on your experience to harness the experience and skills of your Senior Leadership Team which includes CNWL (Central and Northwest London NHS Foundation Trust), so they are positioned, equipped and resourced to achieve their best.

You will be interested in and have the ability to lead the operational detail and strategy, managing expectations, building unity and creating aspiration.

You may have previously worked in a setting that provided integrated, therapeutic care of vulnerable children and young people – in the context of education, social or health care, youth justice, or the voluntary sector. However, you will be committed to serving children and have experience of leading complex systems in a demanding environment.

Your role will put you at the forefront of an innovative system with high levels of scrutiny and accountability. This role is not for the faint hearted!

You will need determination, resilience, and commitment, balanced with humility, the ability to learn from mistakes and to capitalise on the opportunities.

This role is one of a kind. Oasis is excited and privileged to be leading this new revolutionary provision, and we are looking for a leader who has the tenacity and resilience to walk with us as we continue our journey to create possibility for some of our country's most vulnerable young people.

Your role will involve long hours and great determination. In return, we commit to support you and offer you regular coaching supervision and ongoing professional training to enable you to sustain your own wellbeing, and leadership of the staff and young people under our care.

# Scope and Authority

- The postholder is responsible for the leadership management of the school's leadership team which is designed to deliver integrated care, health and well-being and learning. The Senior Leadership Team (SLT) structure consist of a number of roles including the Registered Manager and Director of Learning and Enrichment and CNWL colleagues who have whole school oversight.
- The Principal Director is responsible for the integrated SLT. Together you are responsible for the day-to-day operation of the Secure School, alongside the Trust's healthcare partner and its leadership team – who are represented within your SLT. Your task is to organize and integrate the residential care, case workers, teaching, health and facilities staff to deliver holistic care and well-being of children.
- The Registered Manager – a member of your SLT – is responsible for standards and outcomes outlined in Guide to Children's Homes Regulations and Quality Standards.
- The Director of Learning and Enrichment – a member of your SLT – is responsible for the outcomes and standards as a 16-19 Academy as outlined in Further Education and Skills Inspection Framework.
- The Trustees have devolved the detailed management and oversight of the Secure Academy Trust to the Executive Leadership Team (ELT) which is led by the Chief Operating Officer (COO) who reports to the Chief Executive Officer and Board.
- The ELT comprises the COO, Chief Financial Officer (CFO) and Chief People Officer (CPO), The Chief Operating Officer is the Secure Academy Trust's Accounting Officer and has oversight of the strategy and leadership of the Secure School and overall responsibility for the finance, audit and risk functions of the Secure Academy Trust.
- Oasis Restores annual revenue budget is being determined each year between Oasis Restore Trust and Ministry of Justice. Effective financial leadership to achieve value for money and our expansive vision is of critical importance to the job and we want to involve leaders in relevant decisions where possible.
- The successful candidate will benefit from being part of the whole Oasis Group of charities with a wide range of leadership experience and expertise.

**The leadership structure of the school is designed to recognise the breadth of the organisation's infrastructure, and the inter-dependent disciplines needed to achieve the vision**

# Governance and Accountability

Oasis Restore Trust Board of Trustees are accountable for the school's delivery of vision, mission and outcomes. The Trust has set up structure and scheme of delegation for this purpose. This structure consists of three levels: The Board, the CEO and the ELT led by the COO, and the Senior Leadership Team (SLT) led by the Principal Director.

The Trustees are responsible for making major decisions about the strategic direction of the organisation, ensuring that its aims are met, and its ethos is maintained. Specifically, this includes agreeing key policy, adopting an annual plan and budget, and monitoring the Secure Academy Trust performance and compliance.

A comprehensive scheme of delegated authority laid down by the Trustees creates a framework that defines the limits of commitments that can be made by the Executive, and in turn by Principal Director and Senior Leadership Team.

Ofsted is the school's regulator alongside the Ministry of Justice. Joint Inspections are conducted in accordance with guidance published [here](#) using both the Social Care Common Inspection Framework and the Education Inspection Framework.

Oasis and CNWL report via a Partnership Group to both Commissioners of Secure Schools – NHS and Youth Custody Services – every 8 weeks and submit monthly management information for scrutiny, in line with other youth custody provision, including Secure Children's Homes. The two providers are also subject to reporting against joint Ministerial KPIs from spring 2025.

# Key Responsibilities

**We recognise this role is unique and does not exist as such within the education, care or youth justice sectors. Therefore, the following is not exhaustive.**

## Championing the Oasis ethos

- To be personally aligned with the Oasis ethos and 9 Habits and actively participate in the wider mission of Oasis
- To embody, lead and make decisions therapeutically and restoratively, in line with Oasis Restores Framework of Care.

## Integrated strategic leadership

- To lead with a clear vision that enables integration between Oasis and CNWL specialisms at all levels of the school
- To embed strategy into tangible operational designs with purpose and clear objectives
- To lead and model integration with CNWL.

## People Leadership

- To create culture of curiosity and psychological safety across the school, where differences of opinion are met with interest not defensiveness
- To empower all staff to realise their full potential and multi-disciplinary expertise, enabling decisions to be made by those who work directly with children
- To hold boundaries and set clear expectations with high aspirations for all
- To effectively champion and prioritise Restore's staff care and well-being offer
- To create a diverse and inclusive team, working to prevent any conscious or unconscious biases

## Corporate governance

To report to the Oasis Restore Executive (ELT) and Board to enable them to effectively govern the work of Oasis Restore

- To work with your leadership team to ensure disciplines of compliance, risk management and mitigation are implemented according to statutory requirements and to a high standard
- To ensure that management reporting, data and its associated systems are effective, accurate and reported in a timely manner to the Trust's regulators.

## External representation

- To represent Oasis' and Oasis Restore's vision, children and staff with local and stakeholders and commissioners, including partners in the youth custody sector.

## Performance, standards and monitoring

- To be responsible for high quality standard of education, residential social care, well-being, safeguarding, safety and security with supported transition pathways for all children in Oasis Restore
- To be responsible for outcomes of Oasis Restore in accordance with the regulations, guidance and quality standards for children's homes, a 16-19 academy and health care
- To prepare for and successfully lead Oasis Restore through statutory inspections, external reviews and internal monitoring and assurance programmes
- To ensure effective systems for internal quality assurance monitoring standards and improvement across all functions of the school
- To oversee and be accountable for the school's delivery of operations, and staff deployment
- To oversee and be accountable for the well-being of all staff as well as students.

## Competencies and Skills

- Oasis has developed bespoke leadership principles and competencies which will be used during the assessment process. The key competencies and skills for this role are:

## Values and culture

- Ability and commitment to be a champion of the Oasis ethos which seeks to create inclusion and equality for all through open and honest relationships, perseverance, and the intrinsic belief that positive change is possible, no matter an individual's story.
- Ability to motivate and lead staff, reflecting the ethos of the organisation to be therapeutically led with the skill to build and model trusting, honest relationships working collaboratively with colleagues to deliver excellent care and psychological safety.

- An intrinsic understanding that childhood trauma and adversity is a significant, complex, and often preventable public health problem with broad ranging effects on children and their support network – including staff who support them – but from which, with proper resources and pathways of support, people can recover.

### Self-Leadership

- Able to accurately perceive, assess, and express emotions and model non-violent ways of communicating to maintain a safe environment for self and others.
- An interpersonal style that is direct, willing to change as a result of interactions, reflective, engaging, honest, trustworthy, culturally competent and eliminates the use of labels.
- Has resilience and a capacity to respond calmly to, high levels of public scrutiny, media interest, a pressurised environment and deal effectively with 'events' and the unanticipated.
- Ability to demonstrate integrity and justice throughout all aspects of their leadership.
- Intrinsically treats people equally and respectfully, regardless of their background, gender, experience and worldview.

### Leadership of others

- Ability to articulate and communicate a compelling sense of ambition, vision, and aspiration at every level of the organisation, steering the organisation and taking people with you.
- Ability to ensure that all team members are positioned, equipped, and resourced to play their part and contribute their character and expertise to achieve vision and mission.
- Can facilitate systems and opportunities for others to voice their opinions, insights, and observations to bring improvement.
- Understands the importance of cohesion, diversity, and inclusion for a team to be effective and transformative.

### Strategy

- The ability to direct a child-first organisation to ensure it remains fit for purpose in a regulated framework and a challenging environment, understanding and developing people-centered operational design with clarity and direction.
- Is committed to embedding strategy through working relationally and is skilled at managing relationships.
- Ability to lead first and foremost towards integration
- Ability to lead through people to monitor performance and bring about improvements, embedding efficient and lean systems that ensure holistic development, high levels of compliance, quality delivery and value for money.

### Evaluation for improvement

- Ability to interpret complex quantitative and qualitative data and use this analysis to inform strategy, support, and challenge.
- Ability to pursue challenging and rigorous questions and probe explanation to design better ways to achieve vision and mission.
- Ability to balance risk and opportunity together with the disposition to enjoy a fast-paced, pressurised environment.

### Equality, Diversity, and Inclusion

- As an organisation, we are committed to consciously tackling systemic racism in our systems and structures because we are dedicated to creating an inclusive workforce that reflects the communities we work with.
- We recognise that our leadership is strengthened by the knowledge, experience, and insights people from a wide range of backgrounds bring and that we can always improve and should be accountable for this. We encourage applicants from underrepresented groups to apply for this role and as such expect all applicants to show a highly attuned and demonstrable commitment to, and leadership of, equality and diversity.

## Essential Experience

- Demonstrable experience and knowledge of transformative leadership (preferably 3 to 5 years minimum) in a multi-disciplinary care of children and young people – leading complex systems, thinking laterally and strategically to innovate and drive change.
- Understanding of the needs and effective practice in caring for high risk, highly vulnerable children.
- Proven experience and understanding of working within statutory and other regulatory frameworks for the care of children within either education, health, youth justice, and/or social care sector including safeguarding of children and health and safety.
- Knowledge of Children's Social Care system, policy and practice, including those with Looked After Children.
- Senior experience of designing and running complex systems and operations, preferably over a single site with management of practice, processes and aligned with the purposes of the organisation.
- Experience of leading trauma informed care, systems or an organisation, with demonstrable experience of involving families, communities and colleagues.
- Proven experience of developing highly effective teams with high levels of psychological safety, transparency and accountability.
- Experience of policy development, strategic planning and development of governance structures.
- Proven experience of successful cross-sector and inter-agency stakeholder management.
- Proven experience of managing public scrutiny and coverage from national and local media.
- Experience of strategic financial oversight with an emphasis on ensuring financial strength for the long term balanced with value for money.
- Evidence of relevant continuous professional development and qualifications in education, social and/or health care for young people.
- Where possible, evidence of specific leadership qualifications in the care of young people e.g. Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services with Children and Young People's Residential Management Pathway.

## Terms of Appointment

- The role is to lead and embed the existing vision, strategy and operational design, taking the organisation through its 'storming' and 'norming' phases. This will involve experience of astute organisational change leadership, and rigorous oversight of implementation management that tests, refines and adapts operational design, thought and systems leadership to evidence success.
- The role is based on site at Oasis Restore in Rochester and is part of a leadership rota that works across seven days a week and evenings, as we continue to build this inaugural provision.
- This is the most senior staff appointment in the leadership structure and appropriate remuneration will be negotiated with the preferred candidate. You will have access to a local government pension scheme and employee schemes within Oasis Charitable Trust.

# How to Apply

Candidates should apply for this role through our website at [Current Vacancies - Oasis Restore](#) where you will be asked to complete an initial application form as well as a voluntary equal ops forms\*.

If you would like to speak to Steve Chalke (Founder and CEO) or Clare Wilson (COO) before you apply please contact Hazel Roach (EA) on [hazel.roach@oasisrestore.org](mailto:hazel.roach@oasisrestore.org) to arrange a suitable time. Please also note that short listed candidates will be given the option to come and visit the site before interview.

The closing date for applications is 17<sup>th</sup> January 2025 and interviews are on 29<sup>th</sup> and 30<sup>th</sup> January 2025

We reserve the right to bring forward the closing date for applications and interviews where interest and applications received is of a high quality or quantity, therefore, we encourage early applications

\*The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

## About

# Oasis and our Ethos

**Oasis is a ground-breaking charity that has been pioneering models of sustainable and holistic education, supported and affordable housing, and community development over the last 35 years. The Oasis vision is for community – a place where everyone is included, making a contribution, and reaching their God-given potential.**

Oasis is about people, their aspirations, opportunities, education, employment and their communities – in other words, their wellbeing. We believe that things can change. Where systems leave communities disadvantaged we're bold about pioneering alternatives and trying new things. We're not satisfied with the status quo where it keeps people trapped in poverty, or constantly at risk of exclusion.

High quality, trauma-informed care and an aspirational education offer are some of the critical elements of our multi-disciplinary work that serves over 60,000 children, young adults and their families.

Together, Oasis staff and volunteers aspire to:

- Understand individuals' stories and contexts to help them grow and develop
- Create safe, stimulating home and learning environments
- Believe that change is possible, no matter the starting point
- Provide bespoke learning and care with quality, compassion, and rigour to help everyone we work with to realise their full potential.

**Our Ethos - Oasis is driven by the passionate belief that each human being is uniquely valuable and of equal importance. We all have something to bring, and we all need each other. We call the 'O' in Oasis our 'Circle of Inclusion'. Everyone matters. Everyone belongs. And because we're committed to inclusion, we're committed to ending inequality, injustice, and exclusion wherever and however we can.**

Our work in the youth secure estate is driven by this philosophy and prevailing commitment to equality and community transformation.

Our staff not only share in our vision but are also champions of our ethos and the Oasis 9 Habits. Our ethos is made up of:

- 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.



# The Oasis 9 Habits

Our 9 Habits are the behaviours through which we aim to reflect our ethos:



## Oasis Restore: The UK's first secure school

The Ministry of Justice (MoJ) appointed Oasis to establish the UK's first secure academy trust – to be known as Oasis Restore.

Secure schools are an innovative, new model of care for young people in the youth custody estate, where the aim is to improve outcomes for children by delivering care and rehabilitation and creating 'bespoke provision for individual children that has education, healthcare and physical activity at its heart. It is a therapeutic environment in a secure setting so that children who have offended can move on to lead positive and productive lives.

Secure Academy Trusts – which are independently run charitable companies akin to the Department for Education's Academy Trusts - will run and manage secure schools. They will be funded by the Ministry of Justice and NHS England (NHSE), who are joint commissioners - using a Funding Agreement, not a commercial contract. Secure schools will deliver provision that is child-focused, integrated and values-led, with a specialised workforce. They are designed around a joint outcomes framework, working in partnership with NHSE, offering individualised care for children that establishes strong links with the community. They will be dual registered as 16-19 Academies and Secure Children's Homes, and they will be inspected as such by Ofsted and Care Quality Commission.

Oasis Restore is planned to open in early 2024 and will care for 49 children aged 12 to 18 years who are sentenced or remanded to custody by the courts.

## Governance and Accountability

A new charitable company has been set up for the secure school, forming a Secure Academy Trust, according to the Ministry of Justice's requirements. A Board of Trustee Directors has been appointed by Oasis.

Oasis Restore is governed by this Board of Trustee Directors, supported by their Executive team.

The Principal Director of the school will be responsible for the outcomes and progress of the school, and the Executive and Senior Leadership team will be accountable to Oasis Restore of Trustee Directors.

The Ministry of Justice will hold Oasis Restore Trust to account for the school's overall performance and outcomes.

As outlined in the secure schools: How to apply guide, the regulator will ensure inspections are conducted in accordance with the relevant registered authority's frameworks.

# Our Vision

**At Oasis Restore, our vision is to transform the life chances of children in the criminal justice system, so that they can reach their full potential and be the best they can be.**

**Our mission is to provide a therapeutic and educational community that embeds hope, stability, and opportunity within and beyond Oasis Restore. We will do this through our three cornerstones of relationships, discovery, and community. See more [here](#).**

**Oasis Restore will offer a reparative opportunity to children and young people, who have become criminally involved, often because of neglect, trauma, and loss.**

We recognise that our students will have been placed into Oasis Restore with restrictions to their freedom, for their own and society's safety. As with all Oasis communities, our vision for Oasis Restore is to create a place of care where every child is given an opportunity to thrive. All involved – staff as well as students – are learners and will be encouraged to take responsibility for leading their ongoing personal transformation.

Our practice will be psychologically informed through building trusting relationships with and between our young people and adults. We will be practical, effective and creative in order to celebrate individuality and we will do this in the context of treasuring the community. As we embrace this approach, we will seek to address some of the consequences of trauma and loss in our young student's lives.

Our mission, therefore, is to not just deliver an innovative education offer but also to develop a healthy sense of identity, a sense of purpose that improves our students' social cognition, emotional intelligence and to support them as they journey onwards. We recognise that most of our students will not have enjoyed the traditional classroom setting and may have a fear of education delivery that feels institutional. Many of our children will arrive at Oasis Restore with previously unmet learning needs, and speech, language and communication difficulties. Through our intentional and robust induction period and beyond we will undertake comprehensive assessments which will inform all of our work with the children, both in school and in their homes. We know the young people we serve will exhibit behaviours characterised as dysregulated, challenging, and complex. However, we also know that none of our students come from zero; that all have inherent strengths and interests.

Our goal is to tap into their curiosity and talents to develop skills for life and learning whilst providing them with training or qualifications in areas in which they have interest. We want to focus on what is strong, not what has gone wrong. To this end, we will use enquiry and curiosity – in both structured and unstructured sessions – together with the creative arts, media, sport, and the outdoors to support our philosophy of learning.

Most importantly, from the very first day of their stay at Oasis Restore, we will work with each of our students not only to focus on their time with us but to prepare them for transition back into the community or into the wider custodial estate.

We will support them, not simply with the goal of not reoffending, but crucially, to enable them to achieve long-term wellbeing. We want our students to maintain a positive contribution to their community as well as to wider society throughout their lifetime.



# The Restore Framework

Oasis Restore has a values-led, evidence-based, psychologically-informed, bespoke approach to our practice. This is encapsulated in the Restore Framework, a description of our model of practice, which is designed for the specific group of children we serve and informs all that we do from our policies and processes to our structures and daily interactions.

The Framework draws on tried-and-tested knowledge of practice and psychological theory to inform our understanding of how children's brains develop through adolescence, and the impact of trauma, neglect and abuse on their social, emotional and cognitive development. We recognise the foundational role that loving, secure early attachment relationships play in the emotional development of children and functioning through their teenage years into early adulthood, and their lifelong necessity. All of this has implications for how we should understand, care for and work with the children at Restore, their families and communities, and how we train and support our staff to help them thrive. The core features of our practice are an awareness and commitment to working with the systems around the child, a curiosity and readiness to explore the conscious and unconscious dynamics of the work, a sensitivity to developmental and cultural needs, and a valuing of the power of community and its potential to provide a transformative experience for children and staff alike.

The Restore Framework is founded on the following principles:

- R** ▶ Relationships through building trust
- E** ▶ Empowerment through providing choices and nurturing responsibility
- S** ▶ Safety through providing consistency, a secure base and community
- T** ▶ Trauma-Informed practice through creating a psychologically informed culture and systems
- O** ▶ Ownership through providing life affirming opportunities
- R** ▶ Restoration through offering support and challenge
- E** ▶ Enquiry through encouraging openness and reflection



At Oasis Restore we believe that providing the best care for the young people at Restore depends on a foundation of deep and trusting relationships. Relationships require us to give of ourselves and to stay loving even under pressure, holding boundaries and aspirations for each child while cherishing their uniqueness and humanity. We call this relentless love. Working in this way requires integrity – being true to your word, principled, respectful of yourself and others, and self-aware. We need to build trusted relationships with each other and the children/ families we will be supporting. This is a new approach to work in youth justice so we must be brave and relentlessly aspirational for the children in our care.

Showing curiosity about, with, and on behalf of the children, is essential. When they feel another person is genuinely interested in who they are, it frees them to explore and discover the world, and themselves. We aim to treat every experience, however difficult, as an opportunity for learning about the children in our care, and ourselves. While rewarding, learning can be hard, and uncomfortable. We value perseverance: the readiness to come back tomorrow and try again, knowing that our goals are worth the effort. This job will be tough, and we are working in a complex and challenging environment. We must be resilient, knowing we will have difficult days and the children (and at times staff) will resist our care, support, and guidance. We understand the Restore community as being like a village, where all – staff and peers alike – are responsible for creating a safe, warm, and respectful environment. Through becoming involved, and fully participating in the life of the school, everyone is valued, and can develop sense of belonging, in their own way. Working together requires us to reflect on our shared and different experiences. Reflectiveness, and the readiness to learn from experience and from each other, is a core Restore value. We are on a journey and every day we will seek to become a better version of ourselves. We will look after children, but we also need to look after each other.

Within this newly established subsidiary of the Oasis Charitable Trust, you will enjoy the benefit of being part of a national organisation that aims to support all staff to reach their full potential and a once in a lifetime opportunity to create, develop and grow a new collaborative and innovative values-based organisation.

Oasis Restore is currently developing its long-term people offer and through this process, we have considered how we learn from Oasis-wide experience of employing multi-disciplined staff alongside the experience of our external stakeholders and partners across health and custody sectors. By virtue of this being the UK's first secure school - its unique context as an Academy Trust, and its inter-disciplinary work - the employment offer for Restore may differ from that available in other settings such as local government children's social care, mainstream schools, NHS trusts, community youth work in the voluntary sector or local authorities.

Oasis Restore has intentionally sought to create parity in the terms and conditions across job roles to encourage integration throughout whole school practice. Therefore, all our staff regardless of whether you are a teacher, HLTA, Restore Practitioner, youth worker, admin support or working in HR or Finance will be expected to work a full-time equivalent hours of 39 a week (pro-rated for part time staff) and be entitled to the same benefits with some variations where there is an operational requirement.

# Our Staff Offer

Whilst much of the work we undertake will be purposeful and emotionally or spiritually rewarding, it will also involve delivering high quality, holistic care in a high-pressure environment that can be challenging. We will support all our staff through a programme of personal development, which includes line management, team meetings, small group or 1-1 clinical supervision, and fortnightly group-based reflective practice. The frequency of supervision will depend on the requirements of your role and may be monthly, fortnightly, or weekly. These opportunities allow you to make meaning and focus on children or issues, practice development, personal insight, and emotional containment.

We have a comprehensive induction and training programme for all staff. In addition, you will have regular development reviews to identify where you would benefit from support, coaching to develop your practice and ongoing training. We will make a commitment to support your wellbeing so that you can deliver the best to the young people under your care.

Our offer does its best to balance a progressive and pragmatic approach to career development, promoting staff wellbeing to ensure we retain and develop the best people, offers family-friendly employment and flexible working whilst operating 24/7 provision and taking seriously our responsibility as a public body to ensure value for money.

## Benefits to Staff:

- A mixture of one to one and group reflective practice, coaching & supervision sessions as well as regular line management
- Access to the Blue Light Card Scheme and Teachers Discount Website (subject to providers eligibility criteria)
- An Appraisal policy that decouples pay and performance.
- An elected staff forum to listen to and act on staff feedback
- Access to a competitive defined benefit pension scheme (either the Teachers Pensions Scheme or Local Government Pension Scheme subject to individual scheme rules).
- Subject to meeting basic eligibility criteria, be entitled to up to 8 weeks full-pay and 18 weeks half-pay paid maternity/adoption/ shared parental leave (based broadly on the NHS Employers scheme).
- Subject to meeting basic eligibility criteria, to be entitled to up to 3 weeks fully paid paternity leave.
- Paid time off to attend antenatal appointments (those staff who are either pregnant or whose partner is pregnant)
- A structured and bespoke induction training plan plus a training offer bespoke to our context leading to a Level 4 qualification in the therapeutic care of adolescents.
- Receive the same offer of sick leave pay (based broadly on the length of service in the national 'Green Book' framework) from Day 1 of employment.
- Up to 5 days discretionary paid compassionate/emergency/general leave plus further discretionary unpaid leave
- Up to 4 weeks paid parental bereavement leave plus up to 5 days paid bereavement leave for the death of other specified close relatives.
- A cycle to work scheme
- Expenses and travel costs incurred as part of the working day (as appropriate, not including travel to work) access to an eye care vouchers scheme, season Ticket Loans, a cycle to work scheme and free car parking.
- We are currently in the process of engaging an EAP and Health Cash Plan Scheme provider

Oasis  
**restore**  
A secure future for young lives

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