

# **Information Pack**

**English Teacher with Key Stage  
Achievement Lead Responsibility**

**Oasis Academy Silvertown**



September 2019

Dear Applicant

Thank you for your enquiry regarding the position of **English Teacher with Key Stage Achievement Lead Responsibility** at Oasis Academy Silvertown, London.

Oasis Academy Silvertown is a successful secondary academy in the Royal Docks area of East London. Oasis Silvertown received its first Ofsted Inspection in May 2017 and were delighted to be awarded “good” with 3 “**outstanding**” judgements for **Leadership and Management, Personal Development, Behaviour, Welfare and Student Outcomes**. We have an ambitious mission statement for all our students: Ready for University. Ready to Lead. Our mission is underpinned by our core values, which staff and students hold: Be proud, be professional, be nice, be independent, and be resilient.

We are currently situated in temporary accommodation on Rymill Street, London and has recently been granted permission to build a brand new permanent base in the borough. We are pleased to announce that work has started on our permanent state-of-the-art building and is due to be completed from September 2021. This is an exciting milestone for Oasis Academy Silvertown, the new building will provide amazing facilities for 600 students and provide exceptional education at the heart of the community.

We are seeking an exceptional Teacher with untiring dedication, positivity and initiative to assist in the further development and growth of our Academy.

This is an exciting opportunity to become part of a high performing team who are passionately committed to securing the best possible life chances for the young people of Silvertown. This role will require huge amounts of resilience, perseverance for the long haul and a constant drive for innovative excellence. However, this is also a role that will be incredibly rewarding and will offer exciting progression for the future.

If you would like to apply, please complete the Application Form (CVs are not accepted). Please ensure you provide the name, address and status of two referees, one of whom should be your current Line Manager. Candidates should be aware we will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview.

If you would like to know more about OAS, please see our website <http://www.oasisacademysilvertown.org> and [twitter](#) page.

If you are not clear about any aspect of the application procedure, do not hesitate to contact us for clarification.

Please be aware that the deadline for this role is **5pm Monday 7<sup>th</sup> October 2019**.

Interviews for this role will take place during the week commencing **Monday 14<sup>th</sup> October 2019**.

Completed forms should be returned to Anna DuCran, PA to Principal & Academy Leadership

Email: [recruitment@oasissilvertown.org](mailto:recruitment@oasissilvertown.org)

Post: Anna DuCran  
Oasis Academy Silvertown  
Rymill Street  
London E16 2TX



I wish you well and thank you once again for your interest in what we think will be a challenging and rewarding post.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Johanna Thompson', is written below the 'Yours sincerely,' text.

**Johanna Thompson**  
**Principal**

# Job Description

**POST:** English Teacher with Key Stage Achievement Lead Responsibility

**RESPONSIBLE TO:** Head of Learning Area (English)

**RESPONSIBLE FOR:** Progress and Achievement – English

**SALARY:** Main Pay Scale plus £1,500 for additional responsibility

**CONTRACT:** Full Time, Permanent

**LOCATION:** Oasis Academy Silvertown

**DISCLOSURE LEVEL:** Enhanced

## **A. PROFESSIONAL AND PERSONAL CHARACTERISTICS**

- To assist the Head of Learning Area in fulfilling the academy's vision and instilling the academy's values in all that we do.
- To assist the Head of Learning Area in providing strategic leadership.
- To consistently teach outstanding lessons which bring about excellent outcomes for students.
- Strategically implement quality assurance measures to ensure attainment and outcomes for our students.
- The post holder is expected to meet all the Core and Post Threshold, Excellent and Advanced Skills Professional Standards for Teachers.
- All leaders in the Academy will devise strategies for raising attainment and ensuring the Academy Development Plan is implemented successfully.
- The post holder will be required to deliver daily sessions of literacy intervention in addition to their core responsibilities.

## **B. JOB PURPOSE:**

- To consistently teach outstanding lessons which bring about excellent outcomes for students
- The post holder is expected to meet all the Core, Excellent and Advanced Skills Professional Standards for Teachers.
- The post holder will be required to deliver daily sessions of literacy intervention in addition to their core responsibilities
- The post holder will be required to pastorally lead a vertical House Group as their House Coach
- The post holder will be required to teach outside of their subject area as part of our Enrichment Curriculum (Sport, Music, Cookery, Art, Film etc)

## **C. RESPONSIBILITIES:**

### **Quality of Teaching and Learning**

- To consistently ensure your teaching is good and outstanding and outcomes are exemplary and in line with KPIs.
- To support the Head of Learning Area in ensuring the teaching across your Department is

consistently good and outstanding and their outcomes are exemplary and in line with KPIs.

- To work in partnership with the lead professional for teaching and learning to ensure there is support for colleagues to developing their:
  - Knowledge
  - Skills
  - Pedagogy
- To consistently ensure quality across teaching through rigorous quality assurance measures.
- To regularly observe and develop colleagues and act as a beacon of best Pedagogical practice.
- To ensure you are up to date with national and international curriculum developments.
- To create, lead on and develop whole Academy continued professional development to ensure outstanding outcomes for students.
- To be at the cutting edge of Pedagogical research in order to influence and develop best practice here.
- Seek opportunities to collaborate with other Academies, innovative and high achieving schools through the Oasis Community Learning and other relevant networks to share and develop excellent Pedagogies.

### **Student Achievement and Attainment**

- Ensure a rigorous assessment policy is in place so that KPIs can be accurately tracked and monitored in order to ensure students make outstanding progress.
- Set challenging targets that build on prior attainment of every student and ensure our KPIs are met.
- Evaluate student progress on a weekly basis through ensuring student progress is levelled with clear targets to develop
- Ensure the quality of feedback throughout the Academy is in line with Assessment for learning policy.
- Set, track, evaluate and report on individual student progress and steer students towards their targets.
- Keep systematic records to show students' understanding and completion of work and the identified strengths, areas for development and grades awarded.
- Support and help colleagues to improve their effectiveness by developing their understanding and use of student data and strategies to address underachievement.
- Ensure a consistent and continuous focus on student achievement using data to track and monitor the progress in every student's learning.
- Evaluate student progress through the use of appropriate assessments and records and regular analysis of the data.
- Use national, local and Academy data effectively to analyse and evaluate student progress; planning and implementing effective interventions to support students. Use local and national statistical data and other information, in order to provide (a) a comparative baseline for evaluating learners' progress and attainment, (b) a means of judging the effectiveness of their teaching, and (c) a basis for improving teaching and learning

### **Curriculum**

- Creating, designing, monitoring, and developing the English curriculum in line with OAS vision and values.

### **Whole Academy Responsibility**

- To assist the Principal in fulfilling the academy's vision and instilling the academy's values in all

that we do.

- Assist in the appointment of staff and their deployment to make the most effective use of their skills, expertise and experience to raise standards of achievement across the Academy.
- Any other responsibility as set out by the Principal

#### **D. 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

## Our Purpose

Oasis Academies exist to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, 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.

## Oasis Ethos

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our work is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of each of our schools. This is foundational to our belief that all People are created and loved by God as equal and unique beings, and to our commitment to model inclusion and compassion throughout all the aspects of the life and culture of each Academy community.

For further information, please refer to the Education Charter document which accompanies this job description.

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>First degree or 2:1 in related subject</li> <li>Commitment to own continuing professional development</li> </ul>	<ul style="list-style-type: none"> <li>Master's Degree</li> </ul>
<b>Vision and Values Alignment</b>	<ul style="list-style-type: none"> <li>Commitment to the belief that all young people, regardless of starting point, need or complexity will become employed in a career with prospects</li> <li>Wholehearted belief and commitment that good grades are achievable by all students with the correct culture, curriculum and intervention</li> <li>Wholehearted belief that ability or intellect is not fixed, but incremental, and can always be improved</li> </ul>	

	Essential	Desirable
<b>Vision and Values Alignment</b>	<ul style="list-style-type: none"> <li>Common shared understanding that the following core values are crucial to the success of a student:               <ul style="list-style-type: none"> <li>Be Proud</li> <li>Be Professional</li> <li>Be Nice</li> <li>Be Independent</li> <li>Be Resilient</li> </ul> </li> </ul>	
<b>Experience, Skills &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>Evidence of leading aspects of a Department which have had a significant impact on the quality of teaching and learning and attainment and achievement.</li> <li>Evidence of teaching outstanding lessons over time</li> <li>Evidence of significantly improving teaching and learning and examination results at Key Stage 3 and 4.</li> <li>Evidence of raising standards over a 3 year Period. Including evidence of raising levels of progress from Key Stage 2-4</li> <li>Evidence of managing challenging behaviour successfully and implementing strategies to ensure a consistent approach to behaviour management is taken throughout a faculty</li> <li>Experience of successful team leadership and team membership</li> <li>Evidence of the ability, ambition and experience to develop and maintain a clear and vibrant vision for a curriculum area</li> <li>Experience of successfully contributing to aspects of whole school life</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of efficient use of resources and financial management</li> <li>Prior experience in subject leadership</li> <li>Use of Target setting, monitoring and evaluation to raise standards</li> <li>Knowledge of current educational issues</li> <li>Knowledge of strategies for raising attainment</li> </ul>

	Essential	Desirable
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Drive, ambition and shared common moral purpose</li> <li>• Total commitment to the vision and values of the academy</li> <li>• Self-starter and self-motivated to proactively lead and implement areas of the academy development in line with the strategic development plan</li> <li>• Excellent people management skills and ability to motivate, support and challenge staff as appropriate</li> <li>• Excellent oral and written communication skills</li> <li>• Ability to be flexible and willingness to take on innovations and leadership positions out of the subject area</li> <li>• Ability to organize workload, priorities, meet deadlines and follow tasks to successful conclusion</li> <li>• Ability to set and meet ambitious, challenging goals and targets</li> <li>• Ability to delegate tasks and monitor their implementation</li> <li>• Ability to manage students firmly, fairly and effectively</li> <li>• Commitment to safeguarding and promoting the welfare of children and young People</li> <li>• Willingness to undergo appropriate checks, including enhanced DBS checks</li> <li>• Motivation to work with children and young People</li> <li>• Ability to form and maintain appropriate relationships and Personal boundaries with children and young People</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to anticipate problems and solve them creatively</li> <li>• Ability to review progress, procedures and policies to develop areas of which there is individual or shared responsibility</li> </ul>

	Essential	Desirable
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline</li> <li>Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos.</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>Excellent Personal presentation</li> <li>Optimism and ambition</li> </ul>	