



Principal
Oasis Academy
South Bank



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 serving some of the most disadvantaged neighbourhoods across the country. Our goal is always to build the character and competence of every one of the children and young people we work with as we seek to transform their life opportunities.

Over the last four years OCL has made rapid progress, with our academies moving from 30% to 81% "Good" or better with steadily improving outcomes at all phases of education. This is a great time to join the OCL family.

In this pack you will find information on both OCL as a Multi-Academy Trust and Oasis Academy South Bank. We have also included a job description outlining expectations and duties for the role along with a person specification you can use to match your experience and suitability against.

We strongly encourage you to visit Oasis Academy South Bank where you will be able to meet with representatives from Oasis as well as to get a feel for the school and all we stand for. Please do get in touch with the recruitment team at oclrecruitment@oasisuk.org/ 0207 921 4262 if you would like a tour.

If you wish to apply for the position with us, please complete all sections of the application attached to the advert or found on our website www.oclcareers.org including our Equal Opportunities form. Following the closing date, shortlisting will take place and all applicants will be contacted about the outcome of their application. If you are invited to interview we will provide further details nearer the time

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

Very best wishes

John Murphy
Oasis Community Learning CEO

Oasis Academy South Bank,
75 Westminster Bridge Road,
London SE1 7HS

Oasis Community Learning
1 Kennington Rd, Lambeth, London
SE1 7QP

T: 0207 921 4531

T: 0207 921 4226



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 51 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%.



51 academies



Over 29,000 pupils



Over 5,500 staff

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





Welcome to Oasis Academy South Bank

We are an over-subscribed, fully inclusive secondary academy serving the local Waterloo community in Central London. The academy opened as a brand new school in September 2013 with an initial intake of 120 Year 7 pupils and has since grown year-on-year. Our Sixth Form has opened this September, and when our first Year 13 pupils begin next year we will reach our full capacity of 720, serving students aged 11 to 18. 66% of pupils are eligible for Pupil Premium, 38% of our pupils speak English as an additional language and 24% are categorised as SEN. This summer we saw our first set of GCSE results and were able to celebrate the success of our pioneering Year 11 pupils.

The academy was inspected by Ofsted in June 2015 and received 'Outstanding' in all areas, which is a testament to the hard work and dedication of the committed staff team. Ofsted commented:

"The leadership of the academy is exceptional at all levels. Leaders have diligently implemented a straightforward and uncompromising vision for students to achieve 'greatness, through nurture and a rigorous academic focus'". (Ofsted)

The vision of the academy is that all young people, regardless of starting point, will 'Climb the STAIRS to Greatness'. Through love, nurture and a rigorous academic focus, Oasis Academy South Bank students will be given every opportunity to gain the knowledge and skills to be successful in a career with prospects, and to become model citizens. We operate longer opening hours than traditional schools starting at 8am until 4.30pm to ensure each child fulfils their potential.



Academy Values

Scholarship - We focus relentlessly on securing outstanding academic qualifications and developing a love of learning for all our students.

Transformation - We believe that everyone can change for the better and everyone has the power to change and influence others for the better.

Aspiration - We know if you aim high and believe, then you can fulfil your potential and become the best version of yourself.

Inclusion - We believe we are one family: we never make anyone feel isolated or alone. We believe in the inclusion of a whole child's development: academically, culturally, socially spiritually and emotionally.

Resilience - We understand that 'greatness' does not come without huge amounts of hard work and effort and we know that we must never give up.

Social Responsibility - We care for our community and help others whenever we can.

In order to make the vision and values a reality, we offer a unique and tailored curriculum focussing on all aspects of pupil's development and enabling them to become successfully employed in a career with prospects.

As well as offering an academic 'core curriculum', each day our students also enjoy an innovative 'enrichment curriculum' which includes music, art, drama, sport with leading coaches and teachers

(eg. Rugby, Football, Athletics, Netball, Hockey, Gymnastics and Dance) and an extensive careers education. In addition to our core and enrichment curriculum all students are entitled to the South Bank Six every year:

1. One visit to a Russell Group University
2. Regular visits to a range of organisations, companies or charities on the South Bank
3. An annual residential trip
4. Regular visits to museums, art galleries, theatres and concerts
5. The opportunity, during curriculum time, to develop and discover talents in sport, music, art, dance, drama, cooking, technology and film production
6. A sustained volunteering opportunity either with Oasis Academy Johanna or another element of Oasis Hub Waterloo

"The curriculum is outstanding. It is underpinned by innovative enrichment activities which contribute to boosting students' confidence and goals." (Ofsted)

Our brand new sixth form provision opened this September offering world-class post-16 education to the local community. Located on our existing site, our students have access to all our current facilities and will also benefit from the relationships we have fostered with local and national employers. It will share the academy's relentless drive to improve our students' life chances, supporting them to 'achieve their dream job and become model citizens.'



Regional Support

Oasis Community Learning understands that each academy is unique. Our Principals enjoy both individual autonomy and the benefits that come from being part of a regional and national family of academies.

As part of the Oasis family of academies in London & South East, you will enjoy the support and challenge of your peers, our

Regional Director and our Regional Lead Principal, who will provide bespoke scrutiny, allocated on a needs basis. This high-quality, ongoing professional development will help to shape your career and to further improve your academy.

Oasis Hubs

Oasis believes that we have a responsibility to tackle the factors that create barriers to wellbeing wellbeing for whole communities. It is as part of this that we are committed to transforming the life opportunities of children and young people by ensuring they have access to high quality holistic education.

Developing and running hubs is core to the global purpose of Oasis. Our vision is for healthy communities, places where everyone is included, making a contribution and reaching their God-given given potential. To this end, Oasis 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 community to share the experience of wholeness and wellbeing.

Oasis Academy South Bank is part of the Oasis Hub Waterloo, alongside Oasis Academy Johanna (a primary school). The hub is incredibly active within the Waterloo community running a church, a debt advice centre, a city farm, a coffee house a foodbank, the local library and a variety of other services for children, young people and adults. By ensuring, that as part of this, the academy is rooted in the same ethos our goal is to see the entire community transformed for the better.





About the Role

This is a significant and unique opportunity to lead our academy on the next stage of its journey. We are looking for a driven, experienced individual with high expectations who will:

- Advocate for our student's children's welfare and development
- Value our children as individuals, keeping them safe and healthy
- Be ambitious for all our children's outcomes both academic and beyond
- Seize on potential of all individuals and enable them to excel
- Provide strong leadership to the school community; passionate about education and effective at driving high standards
- Work in close partnership with the wider Academy Trust

You will have a strong clear vision for education and a track record of outstanding leadership, and be able to lead the academy, rigorously ensuring the delivery of high quality teaching and learning. You will maintain a healthy, safe, caring environment where every child can reach their potential in a welcoming and strong community. You will be relentlessly ambitious for all of your students' futures, regardless of their backgrounds, needs and starting points.

As part of Oasis Community Learning, a growing family of academies, you will be given support along the way, both regionally (13 other academies in London & SE), and nationally (50 other academies). In your first 12 months in post your key priorities will be to:

- Ensure the academy is well-placed to maintain its outstanding judgement at the next Ofsted inspection
- Establish the academy's brand new sixth form and ensure it delivers high quality education to pupils preparing them for the next stage of their lives
- Enable all students to have access to a curriculum that develops the knowledge, understanding and skills they require to be successful members of society
- Ensure that the quality of teaching is outstanding and that this results in accelerated progress in all year groups across the school
- Maintain high standards of student discipline in order to ensure a positive climate for learning
- Recruit, develop and retain high quality staff who are able to deliver and support excellent education for our students



Job Description

Post:

Principal

Accountable to:

Regional Director

Key Relationships:

Oasis Community Learning Chief Executive Officer, Regional Director, Regional Lead Principal, National Director of Academies, and the Oasis Hub Waterloo Leader. The National Director of Primary, other Academy Principals, the Academy Council, and Oasis Community Learning Board of Directors

Location:

Oasis Academy South Bank, Waterloo

Working Hours:

Full Time

Job purpose:

The Principal will be accountable for the leadership, internal organisation, management and control of the academy. It will be for him/her to lead the staff in realising the vision of establishing and developing a unique, extended learning community which will cater for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally.

The Principal will ensure that the academy not only serves students but also works closely as a part of Oasis Hub Waterloo to serve the whole community.

The Principal will also ensure that the Oasis ethos as well as the 9 Habits which flow from it permeate every aspect of the academy's life.

Key Responsibilities:

In seeking to realise the vision for the academy, the Principal would be expected to carry out the following duties as well as to recognise that the list is only indicative and that there might be other, similar duties which he/she might be required to carry out.

Specific Responsibilities:

A. STRATEGY

- Formulating the aims and objectives of the academy against the purpose, ethos and values of Oasis, as well as the overarching Oasis Philosophy of Education
- Producing and implementing academy evaluation and improvement plans, setting strategic targets and performance indicators
- Ensuring the academy is a unique model of learning for the community by integrating adults and students in line with Oasis' founding principles
- Ensuring the academy is an integral part of the Waterloo hub and serves as part of our model of community transformation

- Leading and inspiring the staff by their example and encouraging them to achieve the highest personal and professional standards at all times

B. LEADERSHIP OF STAFF

- Ensuring that the academy is adequately and appropriately staffed, recruiting as necessary in accordance with Oasis Community Learning's HR policies and procedures
- Encouraging team development and an ethos which enables everyone to work collaboratively and accept responsibility for shared outcomes across the full age range
- Managing the deployment of all staff including line management responsibilities and accountabilities and contingency planning
- Ensuring that all staff (teachers and support staff) at the academy receive appropriate, high-calibre information and training to enable them to carry out their professional duties
- Overseeing an accurate assessment framework in order to judge the quality of teaching and learning, and embedding of consistent high standards for all students including the most able and disadvantaged students
- To ensure leadership of an annual performance management cycle is carried out within the academy, making certain that adequate training and development opportunities are made available to all staff, and ensuring the recruitment and retention of high-calibre staff, as well as appropriate action where performance is unsatisfactory
- Liaising as appropriate with all staff unions or associations
- Ensure that all staff are annually appraised and that pay progression for teachers is appropriately managed, underpinned by a clear strategy for performance related pay
- Working with the Oasis National People Directorate to annually appraise leadership staff

C. LEADERSHIP OF STUDENTS

- To ensure all students are in a safe, secure learning environment in accordance with safeguarding expectation in the latest statutory guidance issued by the Secretary of State for Education and DfE guidance
- Taking into account whole school strategies that promote awareness of the dangers of abuse, sexual exploitation, neglect, FGM, honour based violence, domestic violence, radicalisation and extremism, ensuring the Prevent Duty is fulfilled
- Ensuring that the academy has an effective system of pastoral care in place for all students; providing appropriate support, encouragement, impartial advice and guidance in line with the latest DfE guidance in respect of course choice and the transition from the academy to the world of work, training, Further or Higher Education, as well as their personal and spiritual development
- Ensuring students' learning and progress is effectively assessed through a rigorous assessment strategy, monitored and reported through the use of the Oasis Accountability Framework, and celebrated, so that students experience continuity and coherence in all their learning across the curriculum and the entire age

range

- Providing all students with a personalised curriculum which meets their needs and which includes particular support for those with learning difficulties or those who may be particularly gifted and setting challenging targets for all
- Creating ways for students to be actively involved in the academy decision-making process and for their views on the learning process to be listened to and respected
- Providing ample opportunities to enhance their learning by participating in enterprise activities, residential courses, educational visits, work experience and other extra-curricular activities
- Determining strategies which ensure high standards of behaviour and attendance, developing and applying a constructive policy when exclusion needs to be considered as part of an area-wide approach
- Ensuring admissions are fair and inclusive, mirroring the Local Authority policy
- Ensuring the academy provides high quality spiritual, moral, social and cultural development for all students
- To fulfil the requirements of 16 to 19 study programmes as defined by the DfE

D. LIAISON WITH PARENTS/CARERS

- Keeping in close contact with parents/carers and being available to meet with them at any reasonable time to discuss their children's progress or welfare
- Sending them regular information about the academy and providing reports on their children's work and progress - ensuring parents/carers have opportunities to discuss these reports with academy staff
- Holding regular parents'/carers' evenings or review days at least annually for each year group
- Creating opportunities for parents/carers to support the Academy through learning alongside students, helping with sports activities, accompanying trips, encouraging their children with their work and, if appropriate, forming a Parents'/Carers' Forum to assist the work of the academy

E. CURRICULUM

- Determining, organising and implementing a balanced and broad curriculum that has a positive impact on pupils' outcomes and their personal development, behaviour and welfare
- Encourage and embed high expectations and aspirations amongst staff and students looking for innovative and creative solutions; and employing new technologies where appropriate; ensuring continuity and coherence across the full age range
- Developing Personalised Learning for all our students, whether high achievers or disadvantaged. To encourage them to select a variety of types of course, developing all their talents and abilities and widening their experience. We place equal value on personal development, preparation for life after school and academic progress maintained
- Arranging for the construction of the academy timetable to facilitate the above arrangements and to ensure that its wider curricular aims are met
- Evaluating on a regular basis, standards of teaching and learning in the academy and ensuring that high standards of professional practice are established and

maintained

- To oversee the development and implementation and sustained delivery of outstanding teaching, learning and assessment throughout the academy in order to support students achieving highly from their starting points
- Ensuring the academy equips students positively for life in modern Britain and promotes fundamental British values. To foster greater understanding of and respect for people of all faiths and no faith, races, genders, ages, disability and sexual orientations, through their words, actions and influence within the academy and the wider community, in line with the Oasis ethos

F. THE MANAGEMENT OF RESOURCES

- Allocating, controlling and accounting for those financial and material resources of the academy which are the responsibility of the principal
- Ensuring the maintenance and development of the premises and grounds to ensure maximum practical use and to provide extensive facilities for use by students and members of the community throughout the day, ensuring health and safety requirements are met
- Ensuring that all contracts for site management are negotiated to “best value” and that performance against contract is reviewed on a regular basis
- Having due regard at all times for the health and safety of all users and ensuring that appropriate health and safety responsibilities are understood by all; setting up a health and safety committee according to the requirements of the Health and Safety Executive
- To work in close partnership with national and local cluster service teams in order to ensure compliance, high quality service and best-value

G. EXTERNAL LIAISON

- Developing collaborative links with the local Oasis Hub to maximise the opportunities for staff, students and families
- Maintaining positive and active relationships with other schools, businesses and agencies in the area, in particular with other local primary schools
- Developing further the good relationships already established with the Local Authority to promote coherent educational programmes within the area
- Working collaboratively and effectively in line with the latest statutory guidance for multi-agency work, to underpin strong community relationships and partnerships that support students’ welfare and development, including social services, health care providers and emergency services
- Helping to shape the Oasis Academy model and developing links with other Oasis Academies, as well as seeking links with other schools worldwide
- Initiating, developing, and maintaining links with local business partners to secure a range of quality mentoring, work experience placements and internships for students in line with the vision for the academy

H. SAFEGUARDING CHILDREN

Oasis Community Learning 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 enhanced DBS checks and safeguarding training.

Senior members of staff are required to undertake Safer Recruitment in Education training.

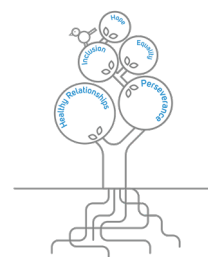
The person undertaking this role is expected to work within the policies, ethos and aims of Oasis Community Learning and to carry out such other duties as may reasonably be assigned by the Regional Director. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, contractors and community members.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

As evidenced in application form and interview	
Qualifications and Professional Development	• NPQH (desirable) • Qualified to degree level • PGCE (or equivalent) – Qualified to Teach in England • Evidence of recent, relevant professional development
Experience	• Leading and managing people individually and in teams to a high standard • Managing change through bringing innovative ideas to traditional approaches to teaching and learning • Managing and improving the curriculum offer resulting in demonstrable impact • Understanding and/or experience of managing finances and ensuring financial sustainability • Experience of managing risk across a school or organization • Experience of operating an organisation from a health and safety perspective • Breadth of experience in school leadership, e.g. one or more from the following: pastoral and academic leadership experience; teaching in several contrasting schools or working in other sectors beyond education • A proven track record of effective headship or senior leadership in an urban primary or secondary school, ideally graded as good or outstanding by Ofsted • Experience of working effectively with the local community
Knowledge, skills and Understanding	• A wide knowledge of current and proposed education policy and the legal framework within which academies and schools must operate, particularly in relation to safeguarding • A wide understanding of the links between education and community transformation • An ability to effectively prioritise and plan for self, others and the organization • An ability to problem solve and think creatively when dealing with complex issues • An ability to develop and communicate a complex vision in simple and easily-understood terms to a variety of audiences • An ability to manage and empower others to maintain high standards of student discipline in order to ensure a positive climate for learning • An ability to lead academy-wide improvement initiatives that have a demonstrable impact on student attainment
Personal Skills and Attributes	• Passionately committed to safeguarding and the welfare and wellbeing of children and young people • Willingness to undergo appropriate checks, including enhanced DBS checks • 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 pupils 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 and 9 Habits in your behaviours and actions • Positive, passionate, enthusiastic, and able to help others be the same • Able to keep a sense of proportion by acting with self-control • Act with authenticity and integrity • To have high aspirations and a commitment to excellence, and to role model this behaviour to others • Self-disciplined and able to reflect and learn in order develop wisdom and understanding

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



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?

- 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

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



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



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



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

