



**Deputy Principal
Oasis Academy
Coulsdon**



Exceptional Education at the Heart of the Community

Dear Colleague,

Thank you for your interest in this important role at Oasis Academy Coulsdon (OAC).

Our school

We are a well-established secondary school of choice in the south of the Croydon borough of London. We opened as Oasis in September 2008 and have worked tirelessly to become a trusted and oversubscribed secondary school in the community we serve. In 2011 our multi-million pound rebuild was finished, and we opened our new modern, light, and expansive facilities. We are extremely fortunate to be based within green belt land, affording us extensive sports fields and a backdrop of woods and common land.

Our community

We predominantly serve Old Coulsdon and Coulsdon, however, we are extremely close to the border of Surrey and have many students travelling from neighbouring Caterham. We are proud to be a truly comprehensive school. Some of the areas we serve are among the most disadvantaged in the borough, with 28% of students are Pupil Premium, with 27% of our students receiving Free School Meals.

33% of students at OAC have SEND, and inclusiveness is at the heart of everything we do - we strongly believe in meeting people where they are at but not leaving them there. We have a diverse cohort of students, and students are all proud of their individual heritage and the collective identity that OAC gives them, which is celebrated at our annual Culture Day.

Our students are very proud of their school. They behave well, are keen to learn, and embrace the wider life of the school. All students take part in the personal development award, and a vast majority of our students are involved in student leadership and/or our extra-curricular offers.

Our values

We strive to be a school that is very much the heart of the community, where everyone associated with us is proud to call us 'their school'. Each child who walks through our doors must leave equipped with the capacity to thrive in the wider world and contribute positively to it. Every young person deserves to realise the very best version of themselves regardless of socio-economic background, gender, ethnicity, educational need, or any other historical 'barrier' to achieving this.

We will provide the support, opportunities, structure, and inspirational learning required to facilitate this. Our values of 'excellence through resilience, rigor, aspiration, and passion' drive everything we do in our day-to-day actions and strategic planning.

What we offer

You will be joining an extremely talented and highly committed staff team. We all care deeply about our students and staff and are determined to deliver the very best for our community. We have a well-established and robust curriculum in place, and we are fortunate to have a wealth of resources to support adaptation needs for our students through Trust Subject Leads who work across Oasis Academies, sharing best practice and ideas.

You will benefit from regular CPD delivered within the academy, with dedicated time for staff once a week thanks to a shortened school day on Wednesdays to allow us to have regular and focused sessions.

We also benefit from local cluster and national CPD by the OCL learning and development team. Being part of a relatively large trust presents opportunities to learn from others as well as clear routes of career progression for both teaching and support staff.

Career development is very much at the forefront of our thinking, ensuring you get the chance to develop your skills and be well-placed for the next step in your career. Above all, OAC is an exciting and enjoyable place to work. Morale is high amongst staff, and your well-being will always be a priority as you help to grow and shape the future of the school.

What we are looking for

Quite simply, we want someone who shares our values and vision for delivering exceptional education at the heart of the community. Someone who is hard-working, driven, and constantly striving to improve and develop. We want an individual who will complement and enhance our existing team with their skills and personality.

We encourage visits and/or informal conversations ahead of any application. If you wish to arrange one, or have any other questions, please contact aleisha.fraser@oasisuk.org.

I look forward to receiving your application. Good luck!

Catrin Green

Principal





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 56 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 and believe passionately in each of the communities we serve. We know them to be places of great potential and are committed to their continual positive transformation.

You will be joining our family at a very exciting time for Oasis Community Learning (OCL) – our sustained improvement rate has risen from 30% to 88% 'Good' or better Ofsted judgements since 2014.

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



Over **30,000** pupils



Over **5,000** staff



56 academies

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 the whole community.

Within the context of Oasis' overall 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 the lens through which we view everything. 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 Coulsdon

About Oasis Academy Coulsdon

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We are an inclusive Academy, committed to delivering first class education and playing an active role in the local community. OAC is in close proximity to three local primary schools, one being Oasis Academy Bryon, with whom we have built strong and positive relationships with, and enjoy working with these schools as part of the Coulsdon Cluster of two secondary and seven primary schools.

Staff Development

Staff training is a key aspect of the Academy. We provide an extensive professional development offer, which includes everyone being part of a coaching programme and the opportunity to access to the full range of National Professional Qualifications.

Within the cluster/region, staff benefit from the Regional Improvement Networks (RINs) which see staff from the Secondary academies in the region join together in subject or role specific teams to learn from one another. These sessions are often further supported by the extensive expertise available within and across the Trust. The enthusiastic and skilful staff team are bursting with potential.

Effective Partnerships

Oasis Academy Coulsdon is outward looking and has engaged with a wide range of external partners, both within the Oasis family and beyond to ensure continued improvement and dynamic opportunities.

The Academy benefits from support from Trust Subject Leads both from within the London and the South East cluster/region and further afield. The Academy is heavily involved in the local education system and works closely with all schools and Academies within the region as part of Oasis, the Coulsdon Cluster, and all Croydon schools.

As a Trust we care deeply for our staff, children and community and the development of all is at the heart of what we do. The Academy benefits from a large professional development offer which is associated with being part of one of the largest Multi-Academy Trusts in the UK.

Additional information

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent spoken English is an essential requirement for this role.

We are 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 a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis Community Learning Ethos. Oasis Community Learning supports Equal Opportunities Employment.

Deputy Principal Job Description

Post	Deputy Principal	Responsible to	Principal, Oasis Academies Directorate
Location	Oasis Academy Coulsdon, Croydon	Grade	L16-20
Working pattern	Full time, Permanent	Disclosure level	Enhanced

JOB PURPOSE

The post holder will be expected to work in close collaboration and liaison with the Principal and to deputise for the Principal in their absence as required.

- The post holder is expected to support the Academy’s aims, vision and ethos, have a
- Thorough knowledge of the Academy’s policies and procedures and to reinforce these with all stakeholders where required. The post holder is expected to monitor and evaluate the specific areas for which s/he is responsible above in the context of the Academy’s ethos and vision.
- The post holder shall have the professional duties of a Deputy Principal teacher in accordance with the current DfE’s School Teachers’ Pay and Conditions document and wider responsibilities relating to strategic direction and development, teaching and learning, leading and managing staff and efficient and effective deployment of staff and resources in consultation with the Principal.

RESPONSIBILITIES

Strategic Direction and Development

- Be a strategic, supportive and pro-active member of the Academy Leadership Team
- Play a key role in the development of the Academy as it becomes an innovative, high performing, and emotionally intelligent organisation for the 21st century
- Effectively manage an agenda of significant and necessary change to raise standards in all areas of Academy life and support the transformation of the local community
- Prepare for taking up a Principal’s role within the next three to five years
- Take the lead and manage specified areas of improvement and development, including specific areas of the school MET report
- Make a significant contribution to the strategic development of all areas of the Academy, whether or not holding a direct responsibility for the strategic feature (strategic responsibilities will be reviewed regularly and in support of professional development needs)
- Develop and maintain Academy policies and practices which promote high achievement and inclusion through effective teaching and learning across the Academy

- Play a key role in creating an environment within the Academy where pupils and staff develop and maintain positive attitudes towards each other, teaching and learning, the environment and the community
- Use national, local and Academy data effectively to monitor, evaluate and analyse pupil progress, planning and implementing effective intervention to support all pupils to achieve highly, develop self-esteem and to inform Academy policies and practices, expectations and teaching methodologies
- Contribute to the Academy Development Plan, monitoring schedule, self-evaluation and the cycle of related documentation
- Liaise effectively with all stakeholders including parents, partner primary and secondary schools, business and community partners and the wider community, as appropriate to designated strategic responsibilities
- Network with other Academies and high achieving schools through Oasis Community Learning and other relevant networks; make and host regular visits in order to learn more about the ways that other organisations are effecting change and transformation
- Promote and support innovation so that educational outcomes are positively transformed

Teaching and Learning

- Secure and sustain effective teaching and learning through structured monitoring, evaluation and review processes including liaison with Inspectors, Advisors and Consultants
- Contribute to the leadership and development of the curriculum to best reflect the Academy's curricular aims and to meet the needs of all pupils;
- Work in conjunction with all staff to ensure that there is continuity and progression of learning
- Promote extra-curricular activities and out of hours learning which enhance learning opportunities
- Adopt a class based teaching commitment within the Academy, when required
- Seek opportunities to collaborate with other Academies and high achieving schools through the Oasis Community Learning and other relevant networks to share and develop excellent pedagogies
- Promote and support innovative pedagogy

Leading and Managing Staff

- Line manage teachers, teaching assistants and other staff members, as necessary, e.g. lead a phase area within the school
- Contribute to the leadership and management of teachers and associated staff members working collaboratively to raise pupil achievement and attainment across the Primary Phase and to provide effective support, guidance, challenge and information for all staff within designated areas of responsibility
- Take an active role as a Team Leader promoting, presenting and providing Continuous Professional Development opportunities to ensure the professional effectiveness of teaching and associated staff members
- Maintain clear expectations, high standards of professionalism and collaboration to meet the Academy Improvement Planning priorities.

- Take responsibility, as part of the Academy Leadership Team, for the recruitment of staff and support processes that will enable the Academy to retain staff and, where appropriate, play a leadership and management role in management and succession processes
- Provide structured support and assessment for ECTs and other appropriate and related Graduate Training programmes to enable them to meet the relevant professional teacher standards
- Take the lead co-ordination for key aspects of Academy organisation and management

Efficient and Effective Deployment of Staff and Resources

- Sustain an effective, stimulating and inclusive learning environment for teaching and learning
- Deploy accommodation to effectively meet the teaching and learning/pupil needs across the Academy
- Ensure a safe working and learning environment through application of appropriate risk assessment and adherence to current Health & Safety regulations
- Use appropriate resources, in consultation with the Executive Principal through the line management of the Phase Leaders & Middle Leaders, for effective, efficient and safe teaching and learning across the Academy; to include accommodation, agreed budgets, staff, time, courses, development opportunities and IT equipment

Other duties

- The post holder will be subject to performance objectives agreed annually with the panel from Oasis Community Learning and these objectives will be reviewed annually
- The post holder is expected to carry out such other duties as may reasonably be assigned by the Principal through the line management staff
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed

SAFEGUARDING CHILDREN

- Act as the school's Designated Safeguarding Lead following the Trust's Keeping Children Safe in Education: Safeguarding & Child Protection Policy, maintaining clear record-keeping and liaising with key safeguarding partners, developing strong relationship with children and families.
- Complete all relevant safeguarding training and making sure all staff receive up to date safeguarding training and guidance and follow school policies
- 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 the Academy and to carry out such other duties as may reasonably be assigned by the Principal. 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.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications	Qualified Teacher Status	Masters' Degree Working towards NPQH Achievement of a Certificated / Nationally recognised leadership qualification
Leadership and management: Experience	<p>Evidence of successful leadership and management in more than one secondary school, both in successful and underperforming or challenging circumstances</p> <p>Proven record of successful leadership at a senior level including:</p> <ul style="list-style-type: none"> • Developing and implementing a vision for improvement and success in current post • Evidence of successful leadership and management in a challenging/underperforming school as a senior leader and able to demonstrate success in raising standards • Current responsibility for the strategic development of teaching and learning/curriculum design or new technologies • Successful innovator and manager of change across the whole school that has impacted upon achievement • Clear and understandable vision and evidence base for new technologies and their capacity to improve teaching and learning • Involvement in the creation of the SEF in current school • Responsibility for development and improvement or sustained performance in current school through significant whole school projects • Effective use and development of a wide range of strategies for managing dis-affection, poor 	<ul style="list-style-type: none"> • Experience in several secondary schools, both in successful and underperforming or challenging circumstances • Responsibility for professional development/ mentoring of colleagues • Development of partnerships with other schools, business and the community • Experience of working with ITE/GTP providers • An understanding of education within a multicultural/multi-faith community • An understanding of Trauma informed practice to support learning and teaching • Knowledge of school finance

	behaviour and under achievement across the school	
Leadership and management: Skills and knowledge	<ul style="list-style-type: none"> • Knowledge and understanding of current curriculum thinking and innovation and developments that are improving achievement at both KS3 and KS4 • A thorough understanding of the Oasis vision, ethos and core values and its relevance to improving achievement and outcomes for young people, their families and the communities the Academy serves • A firm grasp of educational policy and the implications for the leadership and management of Academies • Use of national and school assessment and attainment information to improve practice and raise standards • Use of strategies to promote good pupil relationships and high attainment in an inclusive environment • Experience of acting as Designated Safeguarding Lead or willingness to undertake relevant training • Ability to demonstrate enthusiasm as an effective leader and manager who can inspire colleagues • Excellent communication, presentation and ICT skills • Excellent interpersonal skills • Evidence of being a competent leader and manager, able to inspire and motivate all members of the Academy community • Ability to plan and resource effective interventions to meet curricular objectives • Ability to use and promote a wide range of teaching methodologies • Effective behaviour management strategies combined with high 	

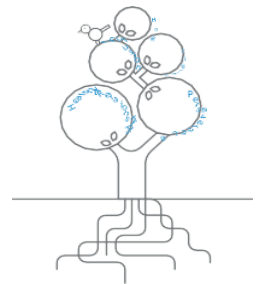
	<p>expectations of pupils' behaviour</p> <ul style="list-style-type: none"> • Ability to anticipate and solve problems Creative and flexible thinker 	
Personal qualities	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people. • Willingness to undergo appropriate checks, including enhanced DBS checks. • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline 	
Professional Development	Evidence of a commitment to own professional development with the ultimate goal of achieving Principal role	Recent relevant in-service training in Management and Leadership

The Oasis Education Charter

OasisEthos

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



OasisLearning

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



OasisPeople

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



OasisPurpose

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.

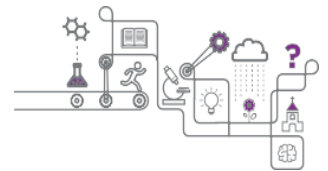
- We believe our all our children and young people are precious; we prioritise social inclusion and integration in all we do
- We model and set high aspirations and expectations for every child and young person and member of staff
- We provide opportunities and experiences for all of our students, as well as their wider families, giving a 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



A number of reference documents support the Oasis Education Charter, and are available on www.oasiscommunitylearning.org.



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