Working at Oasis

The Deal for our Remarkable People

Oasis



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WHO WE ARE

Every child deserves the chance to flourish.

Oasis Community Learning runs more than 50 schools across England. We serve over 30,000 students and employ more than 5,000 people.

We were founded on a straightforward idea: schools that are well-led and genuinely connected to their communities can transform what's possible for young people. That idea still drives our work.

Working here means being part of that. We'll give you purpose, support, and the opportunity to develop. In return, we ask for your commitment, your skills, and a real belief in the young people we serve.

This document sets out what you can expect from us - and what we'll ask of you.







WHO WE ARE

Our Oasis vision is for community - a place where everyone is included, making a contribution, and reaching their God-given potential.

That vision now spans schools, healthcare, housing, youth work, anti-trafficking initiatives, and youth justice. Different kinds of work, but a common thread running through all of it: community.



We believe that where a person lives shouldn't determine their life chances, but too often it still does. So we work locally, building relationships and support to make sure no one is left out.

Our schools sit at the heart of this. Their purpose is to deliver an exceptional education at the heart of the community. By this we mean: Every Oasis student belongs, is able to explore their purpose and is equipped with the knowledge, skills and experiences to have real choice and opportunity to flourish in their lives.

WE VALUE REMARKABLE PEOPLE

We are mission-driven, innovative people, always learning, in a joyful environment.

Oasis cannot become the best place for students to learn and grow unless we make it the best place for our staff to work and grow. We're building a culture worth staying in - one where contribution matters, wellbeing is taken seriously, and there are genuine opportunities to develop.

OUR ETHOS

Ethos Values

Culture only means something if it's lived. Our ethos is rooted in what we believe and who we are.

A passion to include
A desire to treat everyone equally, respecting difference
A commitment to healthy, 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

Our Oasis 9 Habits are how we make these values tangible. They shape how we develop staff, recognise great work and how we treat one another every day.

HOW WE WORK

Education should do more than prepare young people for exams. At its best, it should support young people to explore who they are and who they are becoming.

We think carefully not just about what we teach, but about the entire experience of being a student in one of our schools so that they can develop a sense of purpose, build strong relationships, and engage thoughtfully with the world around them.

Broad and rigorous: Our curriculum is inclusive and experiential. We believe deep knowledge means more than recall — it involves judgement, application, and genuine understanding. Alongside academic content, we develop curiosity, critical thinking, and confidence. Our Oasis Entitlement guarantees this breadth for every student.





Focused on purpose and identity: We create space for students to engage with the questions that matter: what they believe, who they want to become, what makes a life worthwhile. Character development and the application of the 9 Habits runs through everything we do: how we teach, how we relate to students, and how we expect them to treat each other.

Relational and restorative: Young people learn through relationships as much as through content. We embed relational and restorative approaches across mentoring, pastoral care, mental health support, and our behaviour policy. We hold high expectations for every student, and we work actively to reduce exclusions.





Rooted in community: We think about students in the context of their whole lives — their families, their neighbourhoods, their circumstances. Schools can't thrive sustainably if the communities around them are struggling. That's why our education model connects to wider work in housing, youth services, and family support.

OUR COMMITMENT TO YOU

Our People Offer

These six areas describe what working at Oasis should feel like. We don't claim to get everything right everywhere - but these are the standards we hold ourselves to and actively work toward.

Purpose & Impact

Your work connects to something that matters.

Every role at Oasis links to the experience of young people. That's not rhetoric - it's how we think about what people do here, whether you're teaching a lesson or managing a budget.

Professional Growth

We invest in you, so you can invest in our children.

You'll find quality CPD, coaching, and pathways that run across the Oasis - not just within your school. We try to be flexible about how people learn, because one approach doesn't work for everyone.

Collaboration & Community

You're part of something larger than your school and function.

Being part of a national trust means access to a wider professional community. Subject networks, communities of practice, and central support teams mean you don't have to solve every problem alone.

Recognition & Reward

Good work should be noticed.

We offer fair, transparent pay and benefits aligned with the sector. Beyond that, we look for ways to recognise people who go further — through programmes that highlight commitment and excellence across every part of the organisation.

Stability, Trust & Ethical Leadership

We want to lead in a way that earns trust.

Strong governance, careful financial management, and consistent decision-making create the foundation for everything else. Safeguarding is uncompromising. Equality is practiced, not just stated.

Wellbeing & Support

You are a whole person and we treat you that way.

People do better work when they're supported not just in their role, but in their life. Flexible working, family-friendly policies, and a genuine focus on balance make Oasis a place to build a sustainable career.

YOUR EXPERIENCE AT OASIS

The same offer. A different experience.

The commitment is universal. What they look like day-to-day depends on your role.

If you're a teacher

You came into teaching to make a difference. We see that difference every day - in classrooms, in outcomes, in the longer story of what young people go on to do.

At Oasis, we want you to feel that difference through the support you receive, the development available to you, and a working environment that doesn't burn you out.

In practice this means:

- A professional culture built on collaboration, where colleagues share resources and ideas freely
- Recognition of the impact you have on students' lives
- Family-friendly policies, a focus on wellbeing, and fair consistent working practices
- Strong CPD, subject networks, and a genuine culture of professional curiosity
- Clear routes into leadership or specialist roles if that's where your ambitions lie

If you're a member of support staff

Schools run on the expertise, dedication, and care of support staff.

At Oasis, we try to show it through how we invest in your development, your career progression, and your sense of purpose in your community.

In practice this means:

- An organisation that genuinely understands how your work connects to school life and student outcomes
- Career opportunities within your function and beyond it
- A culture built on respect, teamwork, and inclusion
- Flexible policies that support your wellbeing and work-life balance
- Development opportunities tailored for your role

If you're a leader

Leadership in schools is rewarding and hard. It can also be lonely. We're working to make sure it isn't.

At Oasis, you'll have the backing of an academy trust that shares your ambitions for young people and actively supports you in achieving them.

In practice this means:

- A leadership community that shares knowledge and tackles problems together — collaboration, not competition
- Trust to shape your school's culture, with clear strategic direction and strong governance behind you
- Consistent frameworks for HR, safeguarding, and operations that free you to focus on what matters most
- Ongoing development through coaching, programmes, and cross-Trust networks
- The expectation that you won't carry everything alone — backed by structures that make that real

BENEFITS OF WORKING AT OASIS

Beyond our core commitments, we offer practical benefits to support your finances, health, and life outside work.

My Oasis Discounts

Savings on everyday spending - groceries, travel, days out

Myndup Wellbeing Platform

Free, confidential access to counselling and therapy

MTPT Coaching

Support for employees returning from parental leave

Healthcare Cash Plan

Claim back costs for dental, optical, and other health expenses

Tusker Car Scheme

Salary sacrifice arrangement for a new, fully insured car

Cycle to Work Scheme

Tax-efficient way to buy a bike for commuting

Dental Health Insurance

Cover for routine and emergency dental care

Gym Discounts

Reduced rates at participating gyms nationwide

WHAT WE ASK

This is a two-way relationship.

We've set out what you can expect from us. Here's what we ask of you.

Live our ethos. Our 9 Habits aren't a poster. They're how we expect people to work - in schools, in offices, everywhere.

Care about our purpose. We exist to improve the lives and communities of young people. That purpose should mean something to you personally.

Keep students at the centre. Every role here connects to great outcomes for young people. Let that shape how you prioritise your time and what you deliver.

Support each other. Share what you know. Ask for help when you need it. Show up for the people around you.







The Oasis 9 Habits



Join us

We're shaping schools where every student can thrive - and an organisation where the people who make that happen can do the best work of their careers.

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Find current opportunities at
oasiscommunitylearning.schoolrecruiter.com

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2030

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