



Oasis Academy Don Valley

Deputy Principal



Exceptional Education at the Heart of the Community

Dear Applicant,

Thank you for your interest in applying for the post of Deputy Principal at Oasis Academy Don Valley. I hope that you find the information provided helpful, and warmly welcome any further questions throughout your application process.

It is an exciting time to be joining Oasis Academy Don Valley as we expand our team in preparation for the opening of the secondary phase of the Academy. As our new Deputy Principal, you will play a central role in planning for the opening, developing systems, structures and routines helping to establish our secondary Academy as well as transferring the good practice already developed in our primary phase.

The role will be predominantly focussed within the secondary phase where ensuring that the high standards and expectations already embedded in the primary phase are established within the secondary. As Deputy Principal, you will hold the management responsibility for key secondary teachers however; you will also hold responsibilities across both phases.

As Deputy Principal, you will need to be able to demonstrate strategic leadership for Academy culture, ensuring that the values and beliefs of the Academy are embedded and reflected in every day practice and that behaviour for learning is outstanding. You will also be required to take day-to-day leadership responsibility for the Academy's pastoral team.

In this pack, you will find information on both Oasis Academy Don Valley and Oasis Community Learning as a multi-academy trust. I 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.

Visits to the Academy are strongly encouraged as you will be able to meet with Senior Leaders from Oasis Academy Don Valley and get a feel for the academy and all we stand for. Please do get in touch with the Academy on 0114 2200 400 if you would like a tour of the school.

If you wish to apply for the position with us, please complete all sections of the Application Form, which can be found on our website www.oclcareers.org including the Equal Opportunities form.

Following the closing date, shortlisting will take place and applicants will be contacted. If you are invited to interview, we will provide further details nearer the time.

Thank you again for your interest in joining the Oasis family, and we hope to hear from you soon.

Yours sincerely,

James Pape
Principal, Oasis Academy Don Valley

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About Oasis

For over a decade Oasis Community Learning has been helping children and young people reach and realise their potential

Born from the Oasis global charity, previously established in 1985 by Rev. Steve Chalke MBE, our first academy opened in 2004. 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 47 academies spread across the UK, each connected to a 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 are committed to helping every community realise its potential.

This is made possible by the outstanding people who work for us - leaders with vision, determination and drive to raise standards. In fact we are securing better education across the group and closing the gap for our disadvantaged students each day through exceptional teaching and support. In just two years our sustained improvement has seen the percentage of Ofsted inspected academies attaining 'Good' or better from 30% over 70%.



47 Academies



24, 000 pupils



Over 4500 Staff

Oasis' Vision

The over-arching vision of Oasis is for community - a place where everyone is included, making a contribution and reaching their potential. As well as delivering first-class, innovative education, Oasis seeks to build 'Hubs' in the areas it works; creating safe and inspiring local neighbourhoods that provide integrated and diverse services to benefit the whole person and community.

Oasis Community Learning's vision is to create **'Exceptional Education at the Heart of the Community.'**

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.

The Oasis Ethos

The complex responsibilities of education are understood 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 to above national averages
- Provide teaching quality which secures good and accelerated progress for all students

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



About the Academy

At our Academy our mission is simple, to provide all children with an exceptional education which is at the heart of our community. Within the Academy, we celebrate diversity and relentlessly focus on the attainment of all of our children.

We achieve this by having high expectations of behaviour, through focused routines, an unwavering focus on outcomes and by offering the very best teaching and support. At Oasis Academy Don Valley children learn, behave and are well mannered.

Our Academy is values driven and from the moment children join our academy family we expect them to live our values. In our academic culture children are focused on working hard and endeavour to do well, striving to be the very best version of themselves.

The Academy has gone from strength to strength since opening in September 2015 and we believe we are developing a strong reputation across our community. We are especially proud that this year we were the first choice Academy for 97% of our families.

The relationships we have with our parents and wider community are extremely important to us because it is only by working together that our children can achieve their social, emotional and academic potential. We understand that as a parent nothing is more important to you than ensuring that your children have the best chance in life. That is why keeping your children safe and challenging them to rise to our high expectations is our main priority. We all want to be proud of our children's achievements.

Our Academy mission is to:

***'provide an exception education at the heart of the community,
which prepares our children to have a positive impact on the world'***

Oasis Academy Don Valley wants to be an integral part of our community. An Exceptional Academy involves the whole community. We are all part of the Academy family and look forward to getting to know you and working with you in the best interest of our children.



At Oasis Academy Don Valley, we are creating a thriving Academy that is at the heart of our community, committed to developing successful learners for the future, through delivering outstanding outcomes for all. Through this we will ensure that our learners' leave us prepared to have a positive impact on the world in their own unique way. We will aim to create an exciting, secure and happy environment, which provides opportunities for nurturing personal growth and fostering the development of enquiring minds.

Our Academy is a happy and vibrant place where expectations are high, everyone is valued and encouraged to be their very best. Our staff are passionate about achieving the very best for every child and we are committed to becoming an outstanding academy with inspirational teaching and learning an expectation.

Children, their families and our community play a large part as we celebrate each moment of our journey, so together we can feel proud of all that we achieve.

Our Values

- **Pride**
 - We endeavour to be proud of what we achieve
- **Respect**
 - We respect our similarities and our differences
- **Enthusiasm**
 - We approach everything we do with enthusiasm
- **Courage**
 - We approach every new opportunity with courage
- **Hope**
 - We maintain a deep sense of hope that the future can be transformed

Our Beliefs

- **Every Child**
 - All children can be successful, regardless of their background
- **No Excuses**
 - Adults – Teachers and other Academy staff, parents and carers are responsible for ensuring children achieve their potential
- **High Expectations**
 - Children, Staff, Schools and Communities will live up to the expectations placed upon them
- **Lead Learning**
 - The most important things that happen in a school happen in classrooms
- **No Islands**
 - When great Schools, Staff and Children work together, anything is possible



Post:	Deputy Principal, Oasis Academy Don Valley
Responsible to:	The Principal
Salary:	L16 – L20, £57,077 - £62,863
Responsible for:	Responsibilities dependent upon, skills, expertise and experience of successful candidate

About the role:

This is a unique opportunity to develop as a leader in an exciting environment as our Academy grows.

We are looking for a driven, experienced individual with high expectations who will:

- Value our children as individuals
- Be ambitious for all of our children's outcomes both academic and beyond
- Will seize on the potential of all individuals and aide them to excel
- Be a strong leader in our community who is passionate about education

You will have a strong, clear vision for education and a track record for outstanding leadership. Rigorously ensuring the delivery of high quality teaching and learning. You will support us in establishing a healthy safe, caring environment where every child can reach their potential in a welcoming and strong community.

Main purpose of the role:

- ❖ The specific responsibilities for our Deputy Principal will be agreed dependent on the skills, expertise and experience of the successful candidate. The Deputy Principal should be prepared to lead on areas such as the development of teacher effectiveness and outstanding teaching and learning strategies, improving outcomes for children, development of an outstanding culture for learning, staff development, training and induction.
- ❖ Under the direction of the Principal – Take a lead role in establishing the aims and objectives for the Academy, developing the policies through which they will be achieved.
- ❖ To make strategic evaluation of teaching, learning and personnel.
 - To support the Academy in securing exceptional education for all children and the continuous improvement of teaching and learning in the Academy
 - To take responsibility for teaching a class as set out in School Teachers' Pay and Conditions document as necessary
 - To take responsibility for child protection issue as appropriate
 - Take responsibility for promoting and safeguarding the welfare of children and young people within the Academy

Expectations of Leadership:

We believe that our leaders occupy an influential position in society and shape the profession. We see our leaders as lead professionals and significant role models within the community we serve. The values and ambitions of our leaders determine the achievements of our Academy. They are accountable for the education of current and future generations of children. Leadership has a decisive impact on the quality of teaching and children's achievement in all classrooms. Our leaders lead by example the professional conduct and practice of teachers in a way that minimises unnecessary workload and leaves room for high quality continuous professional development for staff. They secure a climate for the exemplary behaviour of children. They set standards and expectations for high academic success recognising differences and respecting cultural diversity within contemporary Britain. Leaders are outward facing and develop high quality professional networks, which support the development of exceptional education within our Academy.

The Four Domains:

We base the expectations of all our leaders on the national standards of excellence for Headteachers, which are set out in four domains.

The four domains for excellence are;

- Qualities and Knowledge
- Pupils and Staff
- Systems and Process
- The Self-improving System

Domain One

Habits of Excellence: qualities and knowledge

- ❖ Hold and articulate clear values and moral purpose in line with those of Oasis Academy Don Valley, focusing on providing an exceptional education for all of our children.
- ❖ Demonstrate optimistic personal behaviour, positive relationships and attitudes towards all children and staff, and towards parents, Academy Councillors and members of the local community.
- ❖ Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.
- ❖ Sustain wide, current knowledge and understanding of education and Academy's systems locally and nationally, and pursue continuous professional development.
- ❖ Work with political and financial astuteness, within a clear set of principles centred on the Academy's vision, ably translating local and national policy into the Academy's context.
- ❖ Communicate compellingly the Academy's vision and drive the strategic leadership, empowering all children and staff to excel.

Domain Two

Habits of excellence: pupils and staff

- ❖ Demand ambitious standards for all children, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on children's' outcomes.
- ❖ Secure excellent teaching through an analytical understanding of how children learn and of the core features of successful classroom practice.
- ❖ Support the Academy Leadership in establishing an educational culture of 'open classrooms' as a basis for sharing best practice across the Academy, drawing on and conducting relevant research and robust data analysis.
- ❖ Play a strategic role in the creation of an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- ❖ Support succession planning in the Academy by identifying emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard.
- ❖ Hold staff to account for their professional conduct and practice.

Domain Three

Habits of excellence: systems and process

- ❖ Ensure that the Academy's systems, organisation and processes are well considered, efficient and fit for purpose.
- ❖ Support the development of a safe, calm and well-ordered environment for all children and staff, focused on safeguarding pupils and developing their exemplary behaviour in the Academy and in the wider society.
- ❖ Lead where appropriate on fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
- ❖ Within areas of strategic responsibility exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of children's achievements and the Academy's sustainability.
- ❖ Support the distribution of leadership throughout the Academy, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision-making.

Domain Four

Habits of excellence: the self-improving Academy system

- ❖ Support the Academy leadership to create an outward-facing Academy, which works with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all children.
- ❖ Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all children.
- ❖ Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well-evidenced research to frame self-regulating and self-improving schools.
- ❖ Support the development of all staff through leading high quality training and sustained professional development for all staff.
- ❖ Support the Academy Leadership team in developing and embedding innovative approaches to Academy improvement, leadership, culture development at teaching and learning, confident of the vital contribution to internal and external accountability.
- ❖ Inspire and influence others to believe in the fundamental importance of education in young people's lives and to promote the value of education.

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 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.

Person Specification

Deputy Principal

		Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • Qualified Teacher status • Higher degree • Outstanding Teacher • Relevant CPD linked to career stage NPQSL/NPQH 		
Experience of success	<ul style="list-style-type: none"> • Experience of leadership, planning and implementing effective school improvement initiatives in a secondary setting • Demonstrable experience of raising standards • Evidence of current outstanding classroom teaching • Making critical use of data to drive school improvement • Experience of having led or significantly contributed to the success of a school through its leadership ethos, teaching and learning and outcomes • Monitoring and evaluating key areas of Academy performance to ensure standards are consistently high • Experience of managing the performance of staff • Experience of providing training and development of staff • Working in a number of roles at senior leadership level as Assistant or Deputy Headteacher 		
Knowledge, Skills & Understanding	<ul style="list-style-type: none"> • The ability to think strategically and to plan and implement change as necessary • Knowledge and understanding of data analysis and the ability to use data to identify areas for strategic improvement • Knowledge and understanding of principles and practices of high quality teaching and learning • Understanding the principles of curriculum design and how this provides the foundation of outstanding learning and teaching and student achievement • Understanding of what is required to secure effective teaching and learning to improve student performance • Knowledge of behaviour strategies and understanding of what is required to secure outstanding behaviour for learning across an Academy • Ability to communicate the aspirations of the Academy and work effectively as part of a school team with Academy stakeholders • The ability to inspire, challenge and manage others 		

Personal and Professional Attributes

- Inspires respect and confidence across all stakeholders
- Inclusive and clear strategic thinker
- Resilient and calm under pressure
- Excellent communication skills and ability to communicate effectively with all Academy stakeholders
- Decisive with sound judgement and emotional intelligence
- Ability to plan, prioritise and organise work effectively
- High expectations of children in terms of behaviour and attainment
- The ability to lead, manage and motivate staff and students
- Commitment to safeguarding and promoting the welfare of children and young people
- Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos
- Genuine passion and a belief in the potential of every member of the Academy community

Vision for Education

Exceptional Education at the Heart of the Community

OASIS' AIMS:

Transform Lives - Every person matters and everyone is loved and valued.

Transform Learning - We have a passion for learning and we want everyone to achieve their full potential.

Transform Communities - We are committed to community development and the aim of all our work is to increase community cohesion locally, regionally, nationally and globally.

OASIS PHILOSOPHY OF EDUCATION

Our philosophy of education is underpinned by three important Hebrew principles: Inspirational Leadership, Deep Learning and Healthy Communities

Inspirational Leadership: Rabbi (my teacher; my guide; my role model; a term of respect)

Through personal example and strong relationships, all teachers are encouraged to be inspirational role models for their students. In this way, a teacher is not simply a purveyor of 'knowledge', dropping it into the minds of those they teach. Instead, they are communicating and bringing knowledge, wisdom and understanding through their words, actions and whole lives, helping students to reflect and think for themselves.

Deep Learning: Yada (to know; to see; to perceive; to understand; to experience; to have a relationship with) Gives students the opportunity to encounter and experience learning personally and relationally. It is never an abstract, theoretical or academic idea simply to be contemplated but, rather, primarily about gaining wisdom – the practical application of knowledge to every area of life. Life is not straightforward; learning from failure and mistakes and being resilient is an important part of it. It is hands-on learning throughout life which can only be obtained through on-going active, intentional engagement with it and with others.

Healthy Communities: Shalom (peace; completeness; nothing missing; nothing broken; well-being, wholeness) Seeks to ensure that every classroom encounter, each piece of curriculum planning, each assessment experience are all shaped, informed and delivered in the light of our desire for wholeness and well-being in the widest sense of the word; for everyone at every level of their lives – academically, vocationally, physically, spiritually, morally, socially, economically, environmentally and culturally.

THE OASIS OFFER

Underpinned by our values and beliefs, all our work is designed to ensure each student receives the very best educational offer. Oasis operates as a national family of Academies across four regions.

The regional teams provide standards leadership and a professional governance service.

The Oasis family of Academies is led by empowered, and empowering, resilient leaders who through deeply held beliefs and values always strive to make decisions in the best interests of the students and their communities.

Each Oasis Academy has its own identity and purpose and serves the local community by working with it to transform learning aspirations and opportunities.

As a family, Oasis Academies work interdependently, benefiting from sharing best practice and inspirational pedagogy. Leaders and teachers build understanding of what is needed to secure the best possible sustainable outcomes for all learners.

Each Oasis Academy is committed to enabling children and students to become effective, enthusiastic, independent learners committed to life-long development.

Each Oasis Academy is dedicated to the task of working continuously in pursuit of excellence across all aspects of its life and work.

