



Love learning
Care for our community
Build bright futures

Oasis Academy Shirley Park

Assistant Principal – Pastoral





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 52 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 and 97% of our primaries have “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



52 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





About Oasis Academy Shirley Park

Oasis Academy Shirley Park is a non-selective school based in Croydon, South London. We are suited to teachers at all stages of their careers, and pride ourselves on our calm, supportive, and professional working environment.

As part of the Oasis Trust we are involved in trust-wide curriculum design, development, and implementation. Many of those responsible for designing curricula for Oasis schools lead teams at Shirley Park. As such, our school exists as a curricular hub for the trust and is the site of rigorous and continuous curriculum development. We believe firmly in subject distinctions and respect disciplinaryity. We ask all of our senior leaders, middle leaders, and teaching staff to regularly engage in their wider community and commit to knowing more about the subjects they are involved in. In doing so, we aim to offer an education that is unashamedly academic, rich in knowledge, and one that allows students to **build the brightest futures** possible.

Our approach to behaviour is firm, but fair. We believe it is the right of all pupils to learn in a calm, safe, and academically-stimulating environment. Our senior leadership team are therefore committed to ensuring that classrooms are disruption free and teachers are free to focus on delivering superb lessons. Detentions are centralised and escalations managed by leadership. We ask both staff and students to show a commitment to our core value of **caring for our community** by maintaining these high standards of behaviour.

We are committed to developing staff and view their professional development as a core feature of our school. As such, observations, feedback, and practice are both a part of our school culture and baked into our school day. We have protected time for instructional coaching to take place each week and we value the development of our staff at both a holistic and subject-specific level. We place a similar emphasis on our students, who are offered a wide range of after-school clubs, activities, and workshops each week and throughout the year. In short, we want to foster a **love of learning** across both staff and students.

Job Description

Post:	Assistant Principal – Pastoral
Responsible To:	Deputy Principal
Salary:	L12 – L16 + Teachers Pension Scheme
Location:	Oasis Academy Shirley Park, Croydon
Working Pattern:	Full-time and as described in The School Teachers' Pay And Conditions Document
Disclosure Level:	Enhanced

About you

You will be an **experienced** leader with a proven track record of school improvement, and ideally with experience in inner-city, multi-cultural areas. As a calm and reflective leader, you will have the skills to build the capacity of our very able Leadership Team. A sound understanding of school improvement strategies is key, as well as the ability to manage change and motivate staff and the community towards the achievement of clear and inspirational goals. At Oasis Academy Shirley Park, we pride ourselves on having a staff body who are committed and dedicated, going above and beyond to serve our children and community.

Key Responsibilities

- To assist the Principal together with other members of the Academy Leadership Team, in providing leadership and in managing the Academy.
- To provide strategic leadership for specified whole Academy responsibilities.
- To promote high standards of academic progress, attendance and behaviour of students in a specified phase of the Academy;
- To actively support the vision, ethos and policies of the Academy.
- To promote and safeguard the welfare of children you teach or come into contact with.

SPECIFIC RESPONSIBILITIES:

A. Achievement and standards

- Set high expectations and stretching targets for the Academy to which your areas of responsibility contribute significantly.
- Ensure a consistent and continuous focus on student achievement using data to track and monitor the progress in every student's learning and strive to ensure excellent academic outcomes.
- Use national, local and Academy data effectively to analyse and evaluate student progress; planning and implementing effective interventions to support students
- Continuously monitor and evaluate the effectiveness of actions against targets and implement strategies to address underperformance.
- To be actively engaged in local community meetings, national publications and social media to ensure the Academy is engaged with current education and developments.

B. Quality of Provision

- Work closely with the Academy Leadership Team to raise the quality of teaching and learning so that lessons are good or better and there is no inadequate teaching.
- Secure and sustain effective teaching through structured monitoring, evaluation, and review.
- Monitor the quality of teaching and students' learning through the analysis of performance data, observation of teaching, work scrutiny, student interviews in collaboration with the Academy Leadership teams.
- Contribute to the development of teaching and learning by supporting training programmes, coaching and mentoring of teachers.
- Develop and maintain Academy policies and practices which promote high achievement and inclusion through effective teaching and learning across the Academy.
- Contribute to the development of the curriculum to best reflect the Academy's curricular aims and to meet the needs of all students.
- Seek opportunities to collaborate with other Academies within the trust, locally and nationally, innovative and high achieving schools through the Oasis Community Learning and other relevant networks to share and develop excellent pedagogies.
- Implement and develop strategies that ensure high standards of behaviour.
- Promote our Cultural Enrichment Programme and actively participate in it, and out of hours learning which enhance learning opportunities.
- Have an appropriate teaching commitment in line with your level of responsibility within the Academy.

C. Leadership and Management

- Be a strategic and supportive member of the Leadership team of the Academy, playing a key role in the development of the Academy.
- Effectively manage an agenda of change to raise standards in all areas of Academy life.
- Take the lead strategic oversight for specified areas of improvement and development and 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 or not
- Play a key role in creating an environment within the Academy where students and staff develop and maintain positive attitudes towards each other, the environment and community
- Contribute to the development and review of the One Plan and Self Evaluation.
- Line manage designated teaching and support staff working collaboratively to raise student achievement and attainment across the Academy and provide effective support, guidance, challenge and information for all staff within designated areas of responsibility.

- Take an active role as a Team Leader within the Academy's Performance Management policy in addition to promoting and providing induction and Continuous Professional Development opportunities to ensure the professional effectiveness of teaching and support staff colleagues
- Maintain clear expectations, high standards of professionalism and collaboration to meet the Academy priorities.
- Assist in the appointment of staff and their deployment to make most effective use of their skills, expertise and experience to raise standards of achievement across the Academy
- Ensure that all staff have a clear understanding of their roles and responsibilities and hold staff to account accordingly.
- Use appropriate resources, in consultation with the Principal, for effective, efficient, and safe teaching and learning across the Academy; taking into account accommodation, agreed budgets, staff, time, courses, development opportunities and ICT resources
- Liaise effectively with all stakeholders including parents, Academy Hubs, feeder schools, partner secondary schools, business and community partners and the wider community, as appropriate to designated strategic responsibilities
- Network with other Academies, innovative and high achieving schools through the Oasis Community Learning and other relevant networks; make and host regular visits in order to learn more about the ways that other institutions are effecting change and transformation
- Ensure the Academy is compliant with national, local and Academy statutory, legal, and policy requirements

D. Personal Development and Well-Being

- Promote high standards of pastoral support and wellbeing across the Academy.
- Recognise and reward students who are making good progress, and identify underachievement putting in place appropriate support to address the areas of weakness
- Supporting the Academy pastoral and enrichment programme including visits
- Treat all members of the school community fairly, equitably and with respect to create and maintain the Academy ethos
- Ensuring the safeguarding of all students through the implementation of effective policies and procedures
- Ensuring a safe working and learning environment through application of appropriate risk assessment and adherence to current Health & Safety regulations

E. Views of Learners, Parent/Carers and other Stakeholders

- Ensure an effective partnership with parents and carers to support students' academic and personal development
- Seek opportunities to invite parents, careers and other members of the community into the Academy to enrich the opportunities for all students
- Ensure parents and carers are well informed about their child's progress and targets and their part in the process of improvement
- Seek the views of parents, carers and other member of the community on the development of the Academy

F. Professional Development

- Keep up to date with current research in school improvement
- Lead professional development activities, as appropriate, to update and develop the skills of colleagues
- Provide regular coaching and mentoring for less experienced colleagues
- Participate in Performance Management accordance with Academy policy

Further details

We look for talented individuals who are passionate about the subjects they teach. We want teachers who firmly believe that every child should have access to a quality education, and we pride ourselves on our positive staff culture. Via coaching and mentoring, we invest in our staff development.

The closing date for applications can be found on the job advert, although candidates are encouraged to apply as soon as possible. The school reserves the right to commence or complete the interview process at any time prior to the closing date.

Please apply via either TES jobs, or by completing an online application form. If you would like to discuss this role before submitting your application, then please contact us via email at recruitment@oasisshirleypark.org.

Inclusive recruitment at Oasis Academy Shirley Park

Oasis Community Learning is an equal opportunities employer and welcomes applications from all sections of the community. We are committed to safeguarding and promoting the welfare of children and young people. We have management practices in place which maintain the safety of those we serve. You are expected to share this commitment, openly take part in the management practices and undergo appropriate checks, including enhanced DBS checks. We kindly request recruitment or media agencies do not contact us regarding this role.



Working at Shirley Park

By working at Shirley Park you will be joining a thriving, dynamic, and committed team who want the very best for our young people. Hear from James and Luke, two members of our team who joined after completing their Teach First placements and have remained with us ever since.



"I love the sense of community at Shirley Park. The school has such a positive relationship with the local area. Working here has become a meaningful experience."

Mr Scott, teacher of Music.

"The Ethos of the school is evident in staff and pupils everywhere you look. In particular, the school's strong behaviour policies and pastoral leadership mean there is always a calm and positive environment for teaching, and the needs of staff are heard and actioned."

The pupils are the best part of working at Shirley Park; there is an opportunity to make a real positive impact in a community of excited, curious and talented young people every day."

Mr Hall, curriculum leader in English.



"I take great pride in walking around our school. It is a place where teachers care about our pupils deeply, and think hard about what they are teaching and why. Our subject leads are beginning to emerge as leaders within their subject communities, and I am incredibly proud of this."

Ms Desai, Deputy Principal.