



Oasis Academy Mayfield **Recruitment Information**

Excellence for Everyone:

Entitling our students, staff and community to an exceptional education.



Thank you for showing an interest in becoming part of our Academy. This recruitment pack is the first step to finding out about a prospective new role, but its contents can only give you part of the picture. I realise that applying for a new post takes a lot of energy and commitment and I would strongly recommend that if you are able to, you also visit us in order to really understand who we are and what we are striving to achieve.

I have been the Principal here at Mayfield since June 2018, having worked at the Academy since September 2014 as Associate Principal. I am extremely proud to be the person entrusted to ensure the Academy's continued success. Since relocating from London, I have become a proud Southampton resident and developed a deep affinity for this city. It's a great place to live and work, and I feel privileged to serve the community in which the Academy is based.

As part of Oasis Community Learning, a Multi-Academy Trust, we have the shared belief that an excellent education can transform the lives of young people. The Oasis focus on inclusion, equality, healthy relationships, hope and perseverance permeates all aspects of the life and culture of our Academy. In the South Coast region we are one of three Oasis secondary academies, which allows for strong collaboration across a regional network to share best practice and drive improvements.

We are focused on improving outcomes for our students, so that when they leave us they are ready for college, future careers and life as well-rounded adults.

Mayfield staff, students and community are all rightly proud of the Academy and committed to making us an exceptional school. We are currently oversubscribed in all year groups, with attainment on entry above national averages. We are looking for colleagues who share our passion and belief that a relentless focus on high quality curriculum and learning has the power to change lives.

We are excited to hear from anyone who feels they could play a part in joining us on the journey to become an exceptional school. We welcome visits and applications from teachers and leaders who have a genuine commitment to transforming the lives of young people and the community we serve.



Claire Taylor

Principal
Oasis Academy Mayfield



Oasis was established in 1985 and has now grown into a group of charities working to deliver housing, training, youth work, healthcare, family support and primary, secondary and higher education. In the UK, Oasis employs around 2,000 staff as well as working with thousands of volunteers. Oasis also works in nine other countries around Europe, Asia, Africa and North America.



Oasis Community Learning (OCL)

Oasis Community Learning is an educational trust established in 2004 with the express purpose of transforming lives and communities through the development of Oasis Academies. We have 52 established Academies, each with their own character and identity and as one organisation we are all committed to share effective practice across the group. As a leading Academy sponsor, we are committed to improving the life chances of children and young people and the communities in which they live.

Oasis Mission

OCL's mission is to create and sustain a network of excellent learning communities working in the context of the Oasis ethos, where every child can reach their full potential. OCL believes this can be achieved through clear leadership, outstanding staff, a positive affirming environment, strong partnerships between children, parents/carers and the local community and the wider national and international links that Oasis' global operations create.

This includes helping children to understand their own community as well as those nationally and internationally. We believe that individuals will thrive best when the community among them flourishes. This is why, as part of our dedication to raising educational standards, we recognise that children don't live in isolation; they are impacted, influenced and shaped by the lives and circumstances of those around them.

Our Purpose

Oasis Academies exist to provide a rich and balanced educational environment which caters for the whole child – academically, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

Our Oasis Ethos

The Oasis Ethos is an expression of our character; it is a statement of who we are and therefore has to be the lens through which we assess all we do.

- 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





We believe teachers are the most valuable resource a school has in transforming the lives of young people.

Teaching and Professional Development at Mayfield

Excellent teachers, excellent staff entitlement

Teaching and learning is at the heart of what we do. Every decision we take is driven by its potential to impact on student learning. Our approach is informed by robust research, reviewed and tailored to our school context.

Professional development

All teachers are given a generous PPA allowance and participate in 1 hour of timetabled co-planning each week to ensure that lessons are shaped to ensure the maximum amount of student progress. We believe that effective CPD is the key to improving learning and developing leaders and we invest heavily in both internal and external CPD. Teachers regularly gather to 'talk teaching' in briefings, take advantage of our research & development rooms, along with weekly training events. To further support teachers we focus on personalised responses to improving teaching and learning, with each member of staff having their own personal development plan.

We value the support external training offers and are proud to be associated with Teach First and our local universities. Training opportunities continue with leadership project bursaries and bespoke leadership courses. All Leaders and potential leaders are encouraged to take part in NPQML, NPQSL and NPQH courses fully funded by us.

We do not strive to collect badges at Mayfield, but we are proud to have been awarded a SILVER award for professional development from the Teacher Development Trust.

Networks

Working in collaboration is key to all that we do. As part of the Oasis family of schools we benefit from outstanding networking and career opportunities, including nationally accredited CPD, such as the NPQs. We invest in the long-term career aspirations of our staff and offer a well-established and successful pathway to educational leadership for teachers who aspire to lead in education.

In addition to CPD benefits provided by Oasis, we also fully participate in the Southampton Education Forum (SEF). This enables teachers in Southampton to access subject network meetings, to meet colleagues from across the City to share best practice, carry out quality assurance activities and participate in subject-specific CPD. There are also a series of city-wide 'TeachMeets' which enable enhanced collaboration.

See www.teachsouthamptoneducation.co.uk for more information.

Staff well-being is a main priority

Staff well-being is important to us and we believe in valuing our staff. We do all that we can to avoid knee jerk reactions, fads or last minute deadlines. Our systems for assessment are highly efficient and well organised. We don't grade individual lessons or ask for lesson plans, but we focus on progress over time and ensuring the curriculum is carefully designed and embedded.





The Mayfield Way

Be Proud

Be Kind

Be Determined

Be the Best



Academy Culture

We expect every student to make outstanding progress throughout their time at the Academy, regardless of their individual challenges or their starting point on entry.

Our students and staff follow The Mayfield Way and set the highest personal standards where they are encouraged to:

- be proud
- be determined
- be kind
- be the best

In return, we offer an environment where they feel safe, secure and valued.

Our vision of 'excellence for everyone' is at the heart of learning and Academy life. We expect nothing less than the best from our students and staff, but also recognise the role of parents and carers in achieving this. We are totally unapologetic for the high standards we uphold, some students even say we are too strict! It's true that we don't negotiate on uniform and we do expect excellent punctuality and attendance from all students. In return we support and challenge them in a caring environment helping them to achieve both their academic and personal potential. Our pastoral system provides the highest level of support and guidance across all years. Each year group has a dedicated Head of Year whose focus is to make sure every student fulfils their potential.

We strongly believe that staff and students have a vital part to play in the leadership of the Academy. In particular, our students' involvement, ideas and opinions are key to the structure of Academy life. They can express their student voice in a number of ways; by becoming a member of the Prefect team, by becoming a member of their year group Student Council or by becoming part of any one of the different committee groups who help organise various events throughout the year. Staff and parents are regularly surveyed and we provide 'you said, we did' responses to their feedback.

As an extension to the Academy day, staff and students can get involved in a wide variety of extra-curricular pursuits to enhance learning or develop personal interests, including the Duke of Edinburgh Award. We have a well-equipped gym on site that is used by the community and staff at evenings and weekends.

Significantly, we are proud of our links with the Saints Foundation and Southampton Football Club, that we are a recognised School of Sanctuary, we are also accredited as a LGBTQ friendly school and achieved The Equalities Award alongside Oasis Academy Lord's Hill.



About Southampton

Southampton is a great place to live and work. It is a vibrant city with a unique waterfront location and a diverse population. Recognised as the cultural, retail and commercial capital of the south of England, it's a great place to shop, eat, socialise and enjoy sports and the arts.

Its waterfront location gives Southampton its own distinctive character. The city has a rich maritime heritage and a focus on water sports, sailing and ocean racing. It is well-connected too, with two mainline train stations, an international airport and easy access to cross-channel ferries.

Historic port city

Southampton is a historically important maritime port and has played a significant role on the world stage over the last 500 years. In 1415, King Henry V's forces sailed from Southampton for the Battle of Agincourt and in 1620 the Mayflower took the pilgrims to the New World. The Titanic began its tragic maiden voyage from Southampton's docks in 1912. The luxury ocean liner Queen Mary 2, designed by University of Southampton graduate Stephen Payne, also set sail from Southampton on its maiden voyage in 2004.

There are various places where you can explore Southampton's rich history, including:

- the state-of-the-art SeaCity Museum, which focuses on the city's connection to the sea, including its link to the Titanic.
- the Medieval Merchant's House and Tudor House, which give a flavour of life in the city's past.
- the Solent Sky Museum, a showcase of local aviation history including the story of the iconic Spitfire, which was designed and built in Southampton.



Southampton is still a major centre for maritime activities today; it has four dedicated cruise terminals and hosts the annual Southampton Boat Show, the largest on-water boat show in Europe. Nearby on the Isle of Wight, Cowes Week attracts the world's best sailors for a week of competitive racing every August.

Music, arts and culture

The city has a range of venues for theatre, music, art, and comedy, including:

- the Mayflower Theatre, which has a varied programme including West End musicals, ballet and comedy.
- the O2 Guildhall, where you can see touring bands and comedians.
- the Southampton City Art Gallery, which houses an impressive permanent collection as well as a programme of exhibitions.
- the University of Southampton's arts venues including Turner Sims and Nuffield theatres.

Parks and open spaces

Southampton is one of the UK's greenest cities and has several large parks in the city centre, including Southampton Common – over 300 acres of managed woodland in the heart of the city. It's the perfect place for walking, jogging or a game of football with friends. It is also the venue for community events during the year, such as fairs, gigs and charity races.

Sports and fitness

Our coastal location means there are lots of opportunities for watersports such as windsurfing, sailing, ocean racing, power boating and dragon boating. The city's Outdoor Sports Centre has all-weather pitches, cross-country routes and tennis courts. The Quays Swimming and Diving Complex offers a wide range of sporting activities. You can perfect your swing on the city's municipal golf course or practise winter sports year-round. If you prefer to watch rather than play, you can see premiership football at St Mary's or world-class cricket at the Ageas Bowl.

Southampton is a lively and friendly place to live and work, with the community at its heart.





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