



Oasis

Academy
Leesbrook

Principal

Oasis Academy Leesbrook



Exceptional Education at the Heart of the Community

Dear Candidate,

A warm welcome and thank you for your interest in working at Oasis Academy Leesbrook.

This is a truly exciting time to join the Leesbrook family, as we build the foundations of a school that will serve thousands of future leaders. Our mission is to inspire and create exceptional education to our young people, ensuring our students lead happy and successful lives, being model citizens and future local, national and global leaders.

Oasis Academy Leesbrook is a fully inclusive academy where all students are welcomed, regardless of starting point, need or complexity. Our students are hard-working, determined and successful, taking pride in all they do and celebrating their own, and their peers' achievements. Their excellence is developed within the classroom and beyond, with a strong cultural enrichment programme. We prepare our students to be leaders who the community look upon with pride and admiration as they develop and lead our school to excellence.

Our academy serves a diverse community, full of potential. A high percentage of our students are in receipt of Pupil Premium funding and over 50% speak English as an additional language. We are so proud of the diverse and inspiring community that we serve, and we strive every day to ensure that our students receive an unrivalled educational experience.

There is a relentless focus on teaching and learning to ensure that our students receive the best education possible. There is also a strong focus on high challenge, high expectations and enrichment opportunities. We are developing the next generation of medical professionals, teachers, business leaders, engineers, scientists and many more occupations that are yet to be invented! Therefore, it is important that the offer we provide is the very best to ensure that our students can compete for any career and be successful locally, nationally and globally. This requires every single member of staff in the academy to be committed to achieving this for all. In exchange, staff will be supported at every stage of their career with a comprehensive programme of CPD and a strong focus on wellbeing and support.

Finding the right Principal is extremely important as this role will be crucial to the development of the academy. The successful candidate will need to be completely committed to our school vision and the Oasis ethos and values. There is a requirement for the successful candidate to be flexible and dedicated to help ensure that our academy is exceptional every single day. This is a truly wonderful opportunity to join a forward-facing, community driven team.

I look forward to receiving your application.

Very best wishes

Louisa Morris
Regional Director – Secondary (North West)

Oasis Academy Leesbrook
Roxbury Avenue, Oldham OL4 5JE
T: 0161 290 4000

About Oasis Community Learning

Thank you for your interest in joining the Oasis Community Learning (OCL) family. I am delighted that you are interested in finding out more about us. Oasis Community Learning was established as a Multi-Academy Trust in 2004 with the vision to create “Exceptional Education at the Heart of the Community”. We now run academies in five main regions throughout the UK, providing either Primary, Secondary or All-through education to over 32,000 young people - 47% of whom are from disadvantaged backgrounds and 31% speak English as an additional language.

All of our academies are committed to providing a rich educational experience and ensuring that every child and young person has the opportunity to achieve at the highest level. Our ethos is integral to that provision. It is an expression of our character, a statement of who we are and therefore the lens through which we assess all we do. We are committed to a model of inclusion, equality, healthy relationships, hope and perseverance throughout all aspects of the life and culture of each academy community.

We passionately embrace learning and are committed to every child within our care reaching their full potential, developing holistically across every area of their lives both now and in their future. All of this is underpinned by our philosophy of education which highlights our focus on inspirational leadership, deep learning and healthy communities. It aspires to develop the character and competence of every child within every community of which we are a part.

At Oasis Community Learning therefore, we believe we are all ‘the architects of our students’ lives’ and as such we are committed to laying the right foundations for every one of our young people.

We also know that great schools are only sustainable within happy and healthy communities. In order to tackle the root causes of disadvantage we seek to ensure that school improvement and community development go hand in hand. In this way, the

improvement is likely to be deeper, mutually supporting and long lasting.

Our academies are therefore just a part of an Oasis ‘Hub’ that provides wide-ranging and integrated services, designed to meet the needs of local people. Our shared aim is to work with and alongside disadvantaged children, young people, whole families and members of the wider community, empowering them to transform their neighbourhoods into places that are safe, supportive and full of opportunity. We want to see no one excluded or isolated, inclusive communities where every individual is supported to thrive and flourish.

Our people are our most important resource and our catalyst for change. Are you the one to help us do this?

We hope that you find everything you need in this brochure and welcome you to get in touch with the Academy you are applying for with any questions you may have.

John Barneby

CEO, Oasis Community Learning



The Oasis Ethos

Everything within Oasis Community Learning is framed by our ethos.

Our ethos is rooted in what we believe and who we are. Grounded in our story, it is an expression of our character; a set of values that inform and provide the lens on everything we do.

- A passion to include
- A desire to treat people equally respecting differences
- 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

It is these ethos values that we want to be known for and to live by. We are committed to a model of inclusion, equality, healthy relationships, hope, and perseverance throughout all the aspects of the life and culture of every Oasis Hub and academy community.

We encourage every member of our family, be that staff or student, to align themselves to these ethos values. The values themselves are Christ-centred, but we make it clear that we will not impose on anyone, the beliefs that underpin our ethos values. We recognise and celebrate the richness that spiritual and cultural diversity brings to our community, respecting the beliefs and practices of other faiths in the hope that we will provide a welcoming environment for all.

Community Learning: Oasis Hubs

Developing and running Hubs is core to the global purpose of Oasis and vision for healthy communities. To this end, our staff are committed to working in an inclusive, integrated and empowering way so that all people experience wholeness and wellbeing. We want to see local communities that are characterised by trust, safety, cohesion, mutual support, vibrancy, health and opportunity, as well as increasing capacity to address their own issues. We want to see those who are excluded brought back into the community to share the experience of wholeness and wellbeing.

Each Oasis Academy is part of an Oasis Hub that responds to the needs of the local community through many different forms of outreach. Our united goal is to see the entire community transformed for the better.

The Oasis Curriculum

Our curriculum is the heart of our academies' educational provision. Through this - and our commitment to an exceptional climate for learning and great pedagogy - we make focused learning the foundation of every lesson. We have designed our Ofsted-praised curriculum to meet the needs of all, striving for personal as well as academic and vocational excellence. Through our curriculum we will achieve outcomes that drive social mobility and give everyone freedom of choice throughout their lives

The Oasis ethos and 9 Habits are a foundation stone to the design and delivery of our curriculum. We know that the development of character doesn't happen by chance but by purpose and intention: it is therefore an explicit part of our curriculum. We therefore work hard at preparing our students to be the best version of themselves not just for today but for their futures too. We provide our students with information on careers and the world of work encouraging them to be aspirational and ambitious so that they can secure their dream job and enjoy fulfilling careers.

Our curriculum has been designed to ensure our young people thrive, achieve and flourish. It enables them to understand what it is to be human and equips them for life so that they become kind and model citizens. Our curriculum not only develops our young people academically but socially, emotionally, culturally, physically and spiritually.

Whilst our knowledge-rich curriculum is designed to ensure the very best academic outcomes for our young people using the latest research in how the brain and memory works, it is about so much more than simply securing great results. It is about our academy's determination to achieve excellence with equity and integrity: where we bring advantage to the disadvantaged, where barriers to learning are successfully overcome and there are no limits to the achievement and ambition of our most able.

Our knowledge-rich curriculum and our commitment to the Oasis ethos and Nine Habits is supported by our Trust's policies on Learning and Behaviour for Learning and the work of our National Lead Practitioners and Leads for Learning Innovation.

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|---------------|-----------|-----------------|
| Compassionate | Patient | Humble |
| Joyful | Honest | Hopeful |
| Considerate | Forgiving | Self-controlled |

Our Offer to you

Integrated training and development opportunities

As our curriculum and our technology develops, so do our staff. We offer opportunities for training to all our staff, whether that is through external certification courses, internal development or training days. If you are interested in taking your career with us in a specific direction, we will do our best to ensure you have the opportunity to learn and grow with us.

A clear progression route

Our staff understand that there is room to progress with us; our training packages and staffing structure allows for a clear progression route within the organisation.

Support and sharing best practice

Through ongoing support from our National Lead Practitioners, Best Practice Academies, Regional Directors and Monitoring and Standards Team, our academies are able to continually progress and innovate learning for both students and staff alike. The Oasis Teaching School, in Oldham, acts a key source for training within the family.

Expenses and travel costs (as appropriate)

We remunerate our staff for incurred expenses and travel costs when asked to work outside of the normal school environment. This is in line with our Staff Expense Policy.

Cycle to Work Scheme

We have partnered with the Green Commute Initiative's cycle to work scheme to give our employees access to a conventional, electric or adapted bicycle that they can use for their everyday commute to work and during their leisure time.

Staff wellbeing resources

We release regular wellbeing resources to help our family out with all sorts of needs. From advice and support on managing anxiety and low mood to guilt and shame, to podcast recommendations, recipes, helpful videos and signposting. We are there to support you in any way we can. We also have a good offer through our Occupational Health providers with resources for help with stopping smoking, stress, diet, exercise sleep and healthy living.

Health Scheme

We are proud to be part of the Health Shield Cash Plan Scheme. Our employees can opt in* for a small monthly fee for:

- Money back for everyday healthcare such as dental, optical, physiotherapy and chiropody
- Access to a GP over the phone 24/7 at a prearranged time to suit you
- Direct access to a qualified Physiotherapist
- Access to a selection of tests that help to detect the early stages of some common cancers
- A 24/7 helpline that offers practical information and emotional support for issues relating to family, bereavement, trauma, relationships, stress, personal legal information, tax information, medical information, money management, alcohol/drugs and debt support.
- An online rewards portal, which includes exclusive member discounts, great deals and cashback on weekly food shopping, travel, restaurants, etc

Children up to the age of 21 living at home and studying full time are covered at no extra cost.

*Opting in periods will depend on which month you join Oasis.

Free counselling service

As an employee of Oasis you will have access to a free confidential counselling service. Our leaders also go through training to be more understanding of the needs of their teams.

About you

We are seeking an experienced leader with a strong, and proven track record of school improvement, senior leadership, clarity of purpose and high expectations for all. You will be responsible for the strategic leadership, management and outcomes, and ensuring long-term success through leadership growth and maximising potential. 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. As Principal you will work with passion, pace, clarity and determination to move the Academy forward.

About Oasis Academy Leesbrook

Our Academy opened in September 2018 with 230 students across year groups 7 and 8 and has grown year on year. Currently, we have 1,118 students on roll. We are an Ofsted rated 'Good' school and a school of choice within Oldham. At Oasis Academy Leesbrook, we pride ourselves on having a staff body who are committed and dedicated, going above and beyond to serve our children and community.

Our Vision

Oasis Academy Leesbrook is a school where all young people receive a personalised educational experience. Students' academic skills, habits and personalities are developed allowing them to successfully progress to work or further education, whilst making a positive contribution to our community. We prepare our students to be future local, national and global leaders who the community look upon with pride and admiration.

Our Mission

Developing happy and successful leaders who are culturally enriched role models in our community.



Effective Partnerships

Oasis Academy Leesbrook 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 National Lead Practitioners both from within the Northern 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.

To Apply

If you would like more information about this exciting opportunity and/or would like a confidential discussion about the position, please don't hesitate to email: Andi Jones – andi.jones@oasisuk.org to arrange a meeting with Louisa Morris – Regional Director (Secondary) North West.

To apply, please submit a completed application form to recruitment@oasisleesbrook.org by no later than 09:00am on Thursday 15th February 2024. Interviews will take place w/c 26th February 2024.

This role offers a challenging but highly rewarding opportunity to make a significant impact on the educational outcomes of thousands of students. Our young people deserve the best: your role will be to ensure that they receive it.

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. Oasis is committed to making a difference to the lives of the communities it works in, and as such you must show a willingness to demonstrate commitment to the values and behaviours, which flow from the Oasis ethos.

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.

Job Description

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| POST: | Principal |
| ACCOUNTABLE TO: | Regional Director |
| THE ROLE: | Exciting opportunity for an experienced, ambitious, dynamic and driven leader to join one of the largest and most successful MATs in the UK. We are looking for someone to unleash the potential and drive sustainable improvement for Oasis Academy Leesbrook. |
| LOCATION: | Oasis Academy Leesbrook, Roxbury Avenue, Oldham OL4 5JE |
| WORKING HOURS: | Full time and as described in the STPCD |
| ABOUT THE ACADEMY: | Oasis Academy Leesbrook is a local Secondary School serving children aged 11 – 16 years. We are dedicated to developing and preparing students to be local, national and global leaders. |
| JOB PURPOSE: | The Principal will be accountable for the leadership, internal organisation, management and control of the Academy. It will be for them to lead the staff in realising the vision of allowing students to successfully progress to work or further education, whilst making a positive contribution to our community, preparing them to be future local, national and global leaders who the community look upon with pride and admiration. |
| KEY RESPONSIBILITIES: | In seeking the vision for the Academy, the Principal would be expected to carry out the following duties and to recognise that the list is only indicative and that there might be other, similar duties which he/she might be required to carry out, at the discretion of the Regional Director. |
| SALARY: | L33 – 39 (£103,578 - £119,921) + Teachers Pension Scheme |

The Principal will be responsible for:

A. LEADERSHIP

- To lead through the lens of the Oasis Ethos & 9 Habits.
- To lead the overall strategic management and operational activity of the academy
- To create a positive, inspiring, high achieving ethos within the academies, in line with the wider Oasis Vision – for community – a place where everyone is included, making a contribution and reaching their God-given potential and specifically to deliver ‘exceptional education at the heart of the community’.
- To work positively with the community to ensure the best possible outcomes for students.
- To ensure that national policies, strategies and processes are implemented at a local level and where appropriate any local policies, strategies and processes are consulted on and implemented effectively in order to transform the outcome for students and staff at the academy.

- To ensure that students are healthy, stay safe, enjoy and achieve maximum potential, achieve economic and personal well-being once they leave the academy.
- To develop the reputation of the academy, locally, regionally and nationally.
- To ensure staffing matters are managed in accordance with national OCL policy and in line with the Oasis Ethos and 9 Habits.
- Developing and maintaining good working relationship with regional and national People Directorate colleagues, keeping them informed of any staffing matters, seeking their advice at the earliest opportunity and working in partnership to resolve any issues.
- To help foster a culture where staff feel equipped and empowered to flourish and thrive in their roles and safe to feedback any concerns.
- To work collaboratively with the local Oasis Hub Leader and Community staff to achieve the Hub strategy.

B. QUALITY OF EDUCATION

- To support the Regional Director to ensure curriculum delivery is translated into effective learning and assessment practice.
- To encourage and promote innovation in educational provision, ensuring that the academy can meet changing needs and demands consistent with government guidelines and requirements.
- To ensure that high quality provision is available to all students regardless of race, religion, sexual orientation, gender, disability, economic background or special educational needs.
- To lead a culture rooted in the five Oasis Ethos values and enacted through the 9 Habits where students feel safe, confident and are able to thrive and grow in all aspects of who they are including attaining their maximum educational outcomes.

C. DEVELOPING YOURSELF AND WORKING WITH OTHERS

- To develop and maintain a culture of high expectations for self and others.
- To support the development of effective strategies and procedures for staff induction, professional development and performance management in line with agreed local and national policy and procedures.
- To support the clear delegation of tasks and responsibilities.
- To line manage in a people-centered way, in line with the Oasis Ethos and 9 Habits.
- To treat people fairly, equitably and with dignity and respect to create and maintain a positive culture upholding and enabling a culture underpinned by the Oasis Ethos to thrive.

D. CHAMPIONING THE OASIS ETHOS

- To model the way of the Oasis 9 Habits engaging in this as a journey of personal transformation.
- To engage others in their journey of personal transformation through the lens of the 9 Habits.
- To access resources within the Oasis family to create the ongoing alignment to the Oasis Vision, Mission, Ethos & 9 Habits within the Cluster.

E. GENERAL

- To be aware of and comply with policies and procedures relating to child protection, inclusion, health, staffing, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person without delay.
- To participate in training and other learning activities and performance development as required.
- To ensure you carry out your role in a way that enables high standards to be achieved by proactively utilizing the benefits of inclusion and diverse thinking to achieve this.
- To ensure strict confidentiality in all areas of work.
- To work and process personal and sensitive information in accordance with the Data Protection Act 2018 and the UK General Data Protection Regulations (UK GDPR).
- To ensure work is conducted in a way that protects the safety and security of information (e.g., strong passwords, reporting breaches, securing paper records, securely disposing of records).
- To understand and comply with the statutory guidance regarding safeguarding of children, always ensuring the safeguarding and promotion of children’s welfare, reporting any concerns to the Designated Safeguarding Officer at once.
- To always comply with the Trust’s policies and procedures.

OTHER:

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

Oasis 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 an enhanced DBS check.

Signed:

| | | | |
|-------------------|--|----------------------|--|
| Employee: | | Line Manager: | |
| | | | |
| Print Name | | Print Name | |
| Date | | Date | |

Principal - Person Specification

Our Purpose

The vision of Oasis Community Learning (OCL) is to create 'Exceptional Education at the Heart of the Community.' All our academies are committed to achieving this vision through developing character, competence and sense of community with every child, providing a rich educational experience that is underpinned by our philosophy of education; inspirational leadership, deep learning, and healthy communities.

Oasis Ethos

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. We are committed to a model of inclusion, hope, perseverance, healthy relationships and compassion throughout all the aspects of the life and culture of each Academy community.

Our ethos is rooted in what we believe and who we are. It is an expression of our character. Rooted in the story and beliefs of Oasis, we describe our ethos through a particular set of values that inform and provide the lens on everything we do.

- A passion to include
- A desire to treat people equally respecting differences
- 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

It is these ethos values that we want to be known for and live by. They are the organisational values we aspire to. We are committed to a model of inclusion, equality, healthy relationships, hope, and perseverance throughout all the aspects of the life and culture of every Oasis Hub and Academy community.

| | Essential | Desirable |
|--------------------------------|---|---|
| Qualifications | <ul style="list-style-type: none"> • Qualified to degree level • PGCE (or equivalent) – Qualified to Teach in England • Evidence of recent, relevant professional development | <ul style="list-style-type: none"> • NPQH or NPQSL |
| Experience, Skills & Knowledge | <ul style="list-style-type: none"> • Leading and managing people individually and in teams to a high standard • Managing change through bringing innovative ideas to traditional approaches to teaching and learning • Managing and improving the curriculum offer resulting in demonstrable impact • Understanding and/or experience of managing finances and ensuring financial sustainability • Experience of operating an organisation from a health and safety perspective • Breadth of experience in school leadership, e.g., one or more from the following: pastoral and academic leadership experience; teaching in several contrasting schools or working in other sectors beyond education • A proven track record of effective headship or senior leadership in an urban primary or secondary school, ideally graded as good or outstanding by Ofsted • Experience of working effectively with the local community • A wide knowledge of current and proposed education policy and the legal framework within which academies and schools must operate, particularly in relation to safeguarding • A wide understanding of the links between education and community transformation • An ability to effectively prioritise and plan for self, others and the organisation • An ability to problem solve and think creatively when dealing with complex issues • An ability to develop and communicate a complex vision in simple and easily understood terms to a variety of audiences | <ul style="list-style-type: none"> • Experience of leading a school • Experience of managing risk across a school or organisation |

| | | |
|---------------------------|---|--|
| | <ul style="list-style-type: none"> • An ability to manage and empower others to maintain high standards of student discipline in order to ensure a positive climate for learning • An ability to lead academy-wide improvement initiatives that have a demonstrable impact on student attainment | |
| Personal Qualities | <ul style="list-style-type: none"> • Passionately committed to safeguarding and the welfare and wellbeing of children and young people • Willingness to undergo appropriate checks, including enhanced DBS checks • To work hard and remain fully committed, even when under pressure, always acting with consideration for yourself and others • Forgiving and committed to healthy inclusive relationships (strong interpersonal & diplomatic skills) • Emotionally resilient and therefore patient and persevering with challenging behaviours and attitudes • To be hopeful, honest and always act with integrity, taking a rigorous approach to improving standards in order to ensure transformation of pupils lives and their wider communities • Act with humility and as a team player by serving others both in the academy and the Oasis family • Able to demonstrate and communicate the Oasis ethos and 9 Habits in your behaviours and actions • Positive, passionate, enthusiastic, and able to help others be the same • Able to keep a sense of proportion by acting with self-control • Act with authenticity and integrity • To have high aspirations and a commitment to excellence, and to role model this behaviour to others • Self-disciplined and able to reflect and learn in order develop wisdom and understanding | |

The Oasis Education Charter

Ethos

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.

Learning

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.

People

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.

Purpose

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.

Inclusion

Our vision is driven through a passion and commitment to include everyone.

- We believe 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 our students, as well as their wider families, giving advantage to the disadvantaged.

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