



Oasis Academy Don Valley

Classroom Teacher



Exceptional Education at the Heart of the Community

Dear Applicant,

Thank you for your interest in applying for the post of Classroom Teacher at Oasis Academy Don Valley. I hope 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 and also prepare for the opening of the Secondary phase of our Academy in 2018

It is an exciting time to be joining Oasis Community Learning as we are seeing our efforts coming to life. In just two years our sustained improvement has seen the percentage of inspected academies attaining 'Good' or better rise from 30% to over 70%, and we are proud to say that our students have also seen the benefits this results season.

In this pack, you will find information on both Oasis Academy Don Valley as a Academy 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.ocicareers.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%.



24, 000 pupils



47 Academies



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

Oasis Academy Don Valley is a brand new all-through Academy on the site of the former Don Valley stadium in the Darnall and Attercliffe area of Sheffield. Our intake is mixed and comprehensive in nature, reflecting the ethnic diversity of Darnall and Attercliffe producing a culturally vibrant environment. We currently have primary children from Nursery to Year 6 and the Academy is growing year-on year, with our secondary phase opening in 2018, until 2022 when we will have year groups from Nursery to Year 11 and provide an exceptional education for all.

The Academy's aim is to provide children in the Darnall and Attercliffe area with an exceptional education. Our goal is to create an Academy that is rooted in the community that local families are confident to send their children to, secure in the knowledge that students of all abilities will be catered for and each student will be encouraged to realise their full potential. We believe that we have an exciting opportunity to provide an education, which will be planned and structured across the entire Academy so that children will have a challenging, cohesive and progressive experience from the time they enter at age two, all the way through to sixteen, when they leave the Academy.



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



Job Description – Classroom Teacher

POST TITLE:	Classroom Teacher
RESPONSIBLE TO:	Principal
SALARY:	MPS/UPS + Teacher Pension
LOCATION:	Oasis Academy Don Valley
DISCLOSURE LEVEL:	Enhanced

The responsibilities of the post are to be performed in accordance with the provisions of the most up to date edition of the Academy Teachers' Pay and Conditions document and within the range of teachers' duties set out in that document.

Job Purpose

- ❖ To carry out professional duties and to have responsibility for an assigned class.
- ❖ To be responsible for the day-to-day work and management of the class and the safety and welfare of the pupils, during on-site and off-site activities.
- ❖ To promote the aims and objectives of the academy and maintain its philosophy of education.

Main duties and responsibilities

- ❖ To create and manage a caring, supportive, purposeful and stimulating environment, which is conducive to children's learning.
- ❖ To plan and prepare lessons in order to deliver the curriculum and bespoke academy curriculum, ensuring breadth and balance in all subjects.
- ❖ To plan and deliver a creative, responsive and appropriate curriculum for the profile of learners in your class.
- ❖ To identify clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.
- ❖ To rigorously develop basic skills in Language and Mathematics, ensuring rapid progress is made in these areas.
- ❖ To maintain good order and discipline among the pupils, safeguarding their health and safety.
- ❖ To organise and manage groups or individual pupils ensuring differentiation of learning meets the needs of all children.
- ❖ To plan opportunities to develop the social, emotional and cultural aspects of children's learning.
- ❖ To support inwardly mobile pupils through baseline assessment, knowledge of children records and appropriate pastoral and teaching support.
- ❖ To maintain a regular system of monitoring, assessment, record keeping and reporting of children's progress.
- ❖ To prepare appropriate records for the transfer of pupils.
- ❖ To ensure effective use of support staff within the classroom, including parent helpers.
- ❖ To participate in staff meetings as required.
- ❖ Contribute to the development and co-ordination of a particular area of the curriculum.
- ❖ To be part of a whole academy team, actively involved in decision-making on the preparation and development of policies and programmes of study, teaching materials, resources, methods of teaching and pastoral arrangements.
- ❖ To ensure that academy policies are reflected in daily practice.

- ❖ To communicate and consult with parents over all aspects of their children's education – academic, social and emotional.
- ❖ To liaise with outside agencies when appropriate e.g. Educational Psychologist.
- ❖ To meet individual needs of all groups of pupils.
- ❖ To continue professional development, maintaining a portfolio of training undertaken.
- ❖ To meet with parents and appropriate agencies, to contribute positively to the education of the children concerned.
- ❖ To support the Principal and Head of Primary Phase in promoting the ethos of the academy.
- ❖ To promote the welfare of children and to support the academy in safeguarding children through relevant policies and procedures.
- ❖ To promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- ❖ To recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the Academy's Health and Safety policy and any academy-specific procedures / rules that apply to this role.

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

Safeguarding children and young people

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 enhanced DBS checks.

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.

Person Specification – KS2 Classroom Teacher

Attributes		
	Essential	Desirable
Qualifications and Experience	<ul style="list-style-type: none"> • Qualified teacher status 	<ul style="list-style-type: none"> • A degree or equivalent qualification • Evidence of in service professional development
Knowledge (Knowledge, abilities, skills, experience)	<ul style="list-style-type: none"> • The ability to converse at ease with parents/students and members of the public, and provide advice in accurate spoken English. • A thorough up to date knowledge of the range of teaching, learning and behaviour management strategies and how to implement them effectively. • A thorough understanding of the curriculum and a range of assessment requirements and arrangements. • A sound understanding of the use of observations and learning journals. • The ability to blend both child initiated and adult directed learning. • A thorough understanding of the use of play to promote learning. • A thorough understanding of the teaching of basic skills including phonics. • Know how to use local, national and statistics to evaluate the effectiveness of teaching. • Knowledge and understanding of the implications of equal opportunities, multicultural education and inclusion. • Knowledge of using a range of devices to create a cohesive and appropriate digital curriculum • Knowledge and understanding of the potential of digital learning and computer programming to enhance the curriculum. • Know the legal requirements, national policy and guidance on the safeguarding of children. • Experience of working with children from disadvantaged backgrounds 	<ul style="list-style-type: none"> • Thorough knowledge and understanding of the 2014 National Curriculum and EYFS Curriculum • Thorough understanding of pedagogy and child development
Skills and Abilities	<ul style="list-style-type: none"> • Ability to prepare, plan and assess effectively. • Good organisational skills 	

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| | <ul style="list-style-type: none"> • Ability to prioritise and management time effectively. • Ability to work as part of a team • Ability to forge positive and constructive links and relationships with the local community | |
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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.

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

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.

