



Recruitment  
Information Pack:  
Sports Coach  
& Learning Support  
Assistant



Start date: September 2024

Closing date: 5 July 2024



All young people, regardless of starting point, will 'Climb the STAIRS to Greatness' at Oasis Academy South Bank. Through love, nurture and a rigorous academic focus, Oasis Academy South Bank students will ultimately be successfully and happily employed in a career with prospects and become model citizens.



Climb the **STAIRS** to Greatness



Thank you for your interest in the position of Sports Coach & Learning Support Assistant (LSA) at Oasis Academy South Bank.

Our Academy opened in September 2013 with 120 students in Year 7 and has grown year on year with our Sixth Form opening in September 2018 and our founding cohort starting prestigious and exciting university courses last September.

Through love, nurture and a rigorous academic focus, our vision is to support every child and help them to achieve their full potential, becoming model citizens and future leaders. All students are welcome with us, regardless of starting point, need or complexity. We are totally inclusive and believe that all students here will 'Climb the STAIRS to Greatness' and reach our two end goals of getting their dream job and becoming a model citizen. We are unapologetically ambitious for all of our students. We put in place support and stilts to help every student meet our high expectations rather than ever lowering the bar.

We are incredibly proud of everything we have achieved in the last eight years: our dedicated, compassionate and hardworking staff team; our great outcomes and exciting destinations and most of all, the kind, well-rounded young people leaving us who go on to thrive in purposeful and challenging further education.

It is an exciting time to be joining as a Sports Coach and Learning Support Assist at Oasis Academy South Bank. Our students love sports and our PE department is thriving. We offer a wide variety of sports delivered through our excellent core PE programme and extra-curricular sports clubs. We pride ourselves on being inclusive and have football, basketball, cricket teams' for all students, whilst also competing in annual Athletics, Cross Country and Rugby competitions. We also run lunch time and afterschool clubs such as table tennis, futsal, run club and have the desire continuously grow the sports we can offer at our school. Our annual red-carpet Sports Awards is the highlight of our sporting calendar, and so many moments and individual athletes are celebrated for all their sporting achievements in the year.

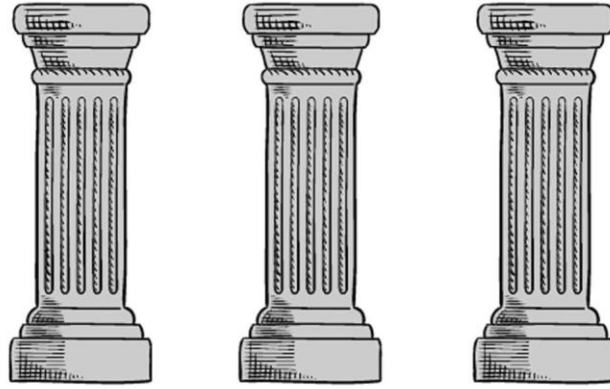
We are looking for a Sports Coach and Learning Support Assistant to join a team who are a dedicated and inspiring group of people with a united desire to support our young people. This role will be incredibly rewarding, being a Sports Coach and LSA means that you can build transformational relationships with pupils. We prioritise the professional development of all our teachers and support staff so this role also comes with a commitment to ensure you can grow and develop, with exciting progression for the future and a clear pathway into the teaching profession, should you want it.

We look forward to hearing from you,

Anna Richardson  
Principal



# The three pillars of OASB staff culture



Warm and  
strict

A Little Bit  
Better  
Every Day

Team Over  
Individual



## A little bit better every day

We firmly agree with Dylan William that “Every teacher needs to improve, not because they are not good enough, but because they can be even better”. We carefully cultivate a culture of continuous improvement for all staff using an instructional coaching model to make small, incremental changes in our practice.

## Warm and Strict

We are united in our approach to behaviour management which means having the highest expectations for all students at all times borne out of our love and care for them and their families. We follow these rigorously and consistently, raising students up to meet our expectations rather than lowering the bar because we know that our students will be most successful in a calm, orderly school where teaching is free from disruption.

## Team over Individual.

We recognise that our school is greater than its individual parts and know that we all need to pull in the same direction to have the maximum impact. We take every opportunity to celebrate each other’s successes and look out for and support our colleagues.

# Job Description

**POST:** Sports Coach & Learning Support Assistant (LSA)

**RESPONSIBLE TO:** Head of PE + SENDCO

**SALARY:** Competitive

**LOCATION:** Oasis Academy South Bank, Waterloo, London

**KEY RELATIONSHIPS:** Academy Leadership Team; relevant teaching and support staff; students; partner professionals; parents; local community; other Oasis Academies and Oasis Community Learning central staff.

**WORKING PATTERN:** 37 hours a week

**DISCLOSURE LEVEL:** Enhanced

**Start:** Start September 2024 (or ASAP)

## A. PROFESSIONAL AND PERSONAL CHARACTERISTICS

- S – Scholarship:** Post holder will have a committed and wholehearted belief that all young people, regardless of starting point, need or complexity can make outstanding progress and reach top grades at GCSE and achieve 3 good A-levels
- T – Transformation:** Post holder will have an optimistic and positive belief that all young people can constantly change and transform into confident, ambitious, honest, happy, hard-working, respectful citizens. More widely, a desire to be part of a team that is leading community transformation. Post holder will be committed to challenging the status quo
- A – Aspiration:** Post holder will instil in young people a belief in themselves about what is possible and will consistently act as an aspirational role model in all that they do.
- I – Inclusion:** Post holder will fully include all children regardless of complexity, need or starting point. Post holder will be committed to including all aspects of a child's social, emotional and cultural development. Post holder will never isolate, exclude or disconnect a student or group of students.
- R – Resilience:** Post holder will be determined, hardworking and relentless in achieving the vision and instilling the values in our school.
- S – Social Responsibility:** Post holder will be committed to instilling a sense of responsibility for helping our community and altruistically 'giving back' to our immediate, local, national and global communities.

## B. JOB PURPOSE:

To ensure all students, regardless of their starting point, complexity or need make outstanding progress in our Academy by providing inspirational Sports Coaching/Learning Support Assisting and role modelling to students, whilst developing skills, knowledge and understanding of how to be an outstanding teacher.

## C. RESPONSIBILITIES:

### **Sports Coach Specialist**

- Lead Sports Coach delivery of Core PE lessons, in addition to coaching at least one of the school's sports teams as a lead coach during Games lessons and afterschool clubs (in your specialist sport as appropriate).
- Assisting with the co-ordination and organisation of external and Inter-House competitions.
- Being a proactive learning support assistant for our GCSE sports subject in the classroom.
- Facilitating carousel lessons by external specialist programme leads.
- Set high expectations so that all pupils are inspired, motivated, and challenged to reach their full potential.
- Participating, as required, in meetings at the school that relate to the curriculum or the administration or the organisation of the PE department.
- Assisting the Heads of PE with administrative and logistical tasks (including all sports equipment preparation and maintenance).
- To complete duties around the school (including sports lunch clubs), modelling best practice for all staff.
- Playing an active and full part in the life of the school community.
- Undertaking any other task requested by the line manager or a senior colleague that is within the individual's abilities.
- Maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are on the school premises and when they are engaged in authorised School activities elsewhere.
- Complying with relevant Oasis Academy South Bank policies and procedures, including safeguarding procedures, at all times.

### **Preparation of Lessons (Learning Support Assistance)**

- Tutoring individuals or small groups of students, with a focus to increase their ability to access the curriculum, supporting key literacy and numeracy skills.
- Develop the ability to plan lessons by co-planning with teachers to ensure that the differentiation is meeting the learning objectives.
- Attend weekly department meetings to develop subject specific skills, such as planning and teaching key content and collaborate with the department to ensure the students are getting the highest levels of support.
- Actively engage in weekly professional development opportunities to develop teaching skills, including whole staff CPD sessions, weekly Initial Teacher Training sessions and department meetings
- Responsible for supporting the provision of the differentiated resources and materials needed for ensuring all students in that class make outstanding progress
- Co-planning lessons with teachers to ensure that the differentiation is meeting the learning objectives.
- Planning small withdrawal group work if appropriate and creating lesson plans and resources for that small withdrawal group

## **In the classroom (Learning Support Assistant)**

- Small group withdrawal
- 1-2-1 provision for children if appropriate
- Following and promoting school policies on pupil behaviour
- Supporting implementation of strategies to manage behaviour
- Employing strategies for behaviour management and report any problems to the teacher
- Covering lessons where appropriate
- Step in to teach lessons when appropriate to support departments and ensure that no learning time is lost.

## **Outside the classroom**

- To be a mentor and role model to students, helping them to develop as confident young people with high aspirations for their future.
- Updating parents on student progress
- Tracking and maintaining records about reading levels and student underachievement
- Identifying, using data, any unidentified students with SEND
- Supporting students with SEND and exam access arrangements in assessments

## **Wider Contribution to the Academy**

- Maintain and actively promote high academic and behaviour expectations across the academy
- Supporting to deliver a morning Daily DEAR session
- Having regular wellbeing catch-ups with students with SEND
- Running small group literacy intervention sessions
- Running or supporting enrichment sessions: sport, music, technology, language etc
- Helping with the organisation of educational visits and going on them
- Assisting with duties (before school, at break time, lesson transitions, lunchtime, student dismissal)

## **Establish and maintain relationships with individuals and groups**

- Establishing relationships with individuals through 1-2-1 meetings and meetings with parents
- Interacting appropriately and professionally with teachers and other colleagues and parents/carers
- Refer matters where necessary to other professionals in school, passing on concerns to the relevant person
  
- Caring for children in ways that shows respect and understanding for their home values and practices, complying with parents' wishes

## **Review and develop own professional practice**

- Taking part in regular reviews of practice and take advantage of development opportunities
- Setting personal targets and attending relevant courses/in-service training

## **Support maintenance of pupil safety**

- Demonstrating awareness of symptoms associated with minor health problems
- Having full knowledge of Health and Safety policy
- Responding to minor health problems, for example with regard to asthma, allergies etc.
- Reporting any illness to teacher or other member of staff responsible for dealing with pupil health

### **Support use of ICT in the classroom**

- Knowledge of the sorts of ICT software and hardware that we use
- Preparing ICT equipment for use
- Supporting classroom use of equipment

### **Provide support for multilingual/bilingual pupils**

- Knowledge of the school's policy for supporting multilingual/bilingual pupils
- Explaining purpose of activities to children
- Agreeing with teacher strategies for supporting pupil
- Knowledge of school's policies for inclusion, equal opportunities, multiculturalism and anti-racism
- Helping pupils to access curriculum and support development of target language
- Utilising cross curricular opportunities to develop target language skills
- Dealing with the challenges of the language demands of learning activities in ways that maintain pupil confidence and self-esteem

### **Help pupils to develop literacy and numeracy skills**

- Knowledge of school's policies for literacy and numeracy
- Working with individuals and groups on number or literacy tasks
- Knowledge of intervention strategies to support pupils with literacy and numeracy difficulties
- Supporting access to the curriculum through provision of support for literacy/numeracy difficulties

## **D. 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 an enhanced DBS check.

# Person Specification

## Our Purpose

Oasis Academies exist to provide a rich and balanced educational environment, which caters for the whole Person - academically, vocationally, 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.

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A good level of English and Mathematics at GCSE level</li> <li>• Right to work in UK</li> <li>• Any sports level 1 coaching certificate</li> </ul>	<ul style="list-style-type: none"> <li>• Qualified to degree level</li> <li>• Any sports level 2 and above coaching certificate</li> </ul>
<b>Vision and Values Alignment</b>	<ul style="list-style-type: none"> <li>• Commitment to the belief that all young people, regardless of starting point, need or complexity will become employed in a career with prospects</li> <li>• Wholehearted belief and commitment that top grades are achievable by all students with the correct culture, curriculum and intervention</li> <li>• Wholehearted belief that ability or intellect is not fixed, but incremental, and can always be improved</li> <li>• Common shared understanding that the following core values are crucial to the success of a student:               <ul style="list-style-type: none"> <li>o S-Scholarship</li> <li>o T-Transformation</li> <li>o A-Aspiration</li> <li>o I-Inclusion</li> <li>o R-Resilience</li> <li>o S-Social Responsibility</li> </ul> </li> </ul>	
<b>Experience, Skills &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>• Excellent communication skills orally and in writing</li> <li>• Success experience of working with children</li> <li>• Have an understanding of lesson planning, target setting and learning objectives to contribute to learning</li> <li>• Knowledge and understanding of the importance of the school's Health and Safety policy and Behaviour policy</li> <li>• Understanding of and commitment to work within the scope of the school's equal opportunities policy</li> <li>• Experience working in any sports coaching environment.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of successfully contributing to aspects of whole school life</li> <li>• Experience coaching in a girls' sports programme.</li> <li>• Experience participating or coaching in at least three of the following sports: Basketball, Athletics, Cricket, Netball, Rugby, Football, Volleyball, Badminton, Swimming, Gymnastics, Dance (advantageous)</li> <li>• Experience of raising the profile of sports at a club, school or in the community, including girls' sports</li> <li>• Experience of successfully working with children in an educational setting, autistic children, children with SEMH</li> </ul>

		<ul style="list-style-type: none"> <li>• Knowledgeable of a range of strategies and interventions that are successful with students who have SEN</li> <li>• Understanding of the New SEND Code of Practice.</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Drive and ambition to embark on Initial Teacher Training within the immediate future (approx. 1 year)</li> <li>• A shared common moral purpose</li> <li>• Total commitment to the vision and values of the academy</li> </ul>	<ul style="list-style-type: none"> <li>• Desire to play a wider role in school improvement.</li> <li>• Ability to anticipate problems and solve them creatively.</li> <li>• Desire to want to learn or train in a new sport.</li> </ul>

	<ul style="list-style-type: none"> <li>• Self-starter and self-motivated to lead and implement proactively areas of the academy development in line with the strategic development plan</li> <li>• Excellent oral and written communication skills</li> <li>• Ability to be flexible and willingness to take on innovations and roles out of out of the subject area</li> <li>• Ability to organise workload, priorities, meet deadlines and follow tasks to successful conclusion</li> <li>• Ability to set and meet ambitious, challenging goals and targets</li> <li>• Ability to manage students firmly, fairly and effectively</li> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> <li>• Willingness to undergo appropriate checks, including enhanced DBS checks</li> <li>• Ability to diffuse conflict</li> <li>• Motivation to work with children and young people</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Able to deal with sensitive information in a confidential manner</li> <li>• Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline</li> <li>• Able to implement a range of Teaching and Learning strategies</li> <li>• Able to organise and deliver classroom activities</li> </ul> <ul style="list-style-type: none"> <li>• Adaptable and flexible</li> <li>• Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos.</li> </ul>	
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**Other**

- Excellent personal presentation
- Optimism and ambition



Oasis Community Learning is dedicated to providing equal opportunities and will monitor the recruitment process rigorously to ensure fair access and opportunity for all.

Oasis Academy South Bank is actively working to ensure our workforce is reflective of our diverse student population and is therefore committed to increasing representation of staff of Black, Asian and Minority Ethnic backgrounds across all roles and at all levels.



## Hear from one of our current staff:

Waeil – Former Teacher Scholar, now Science Teacher (with PE) and House Coach

“*Oasis has guided me in my career through continuous training, my career path from teaching assistant to teacher has been illuminated by the pursuit of improvement day in, day out. With students at the forefront of every thought, Oasis are committed to nurturing, supporting, and equipping them with the essential tools for success, aligning with the fundamental values of our school.*”