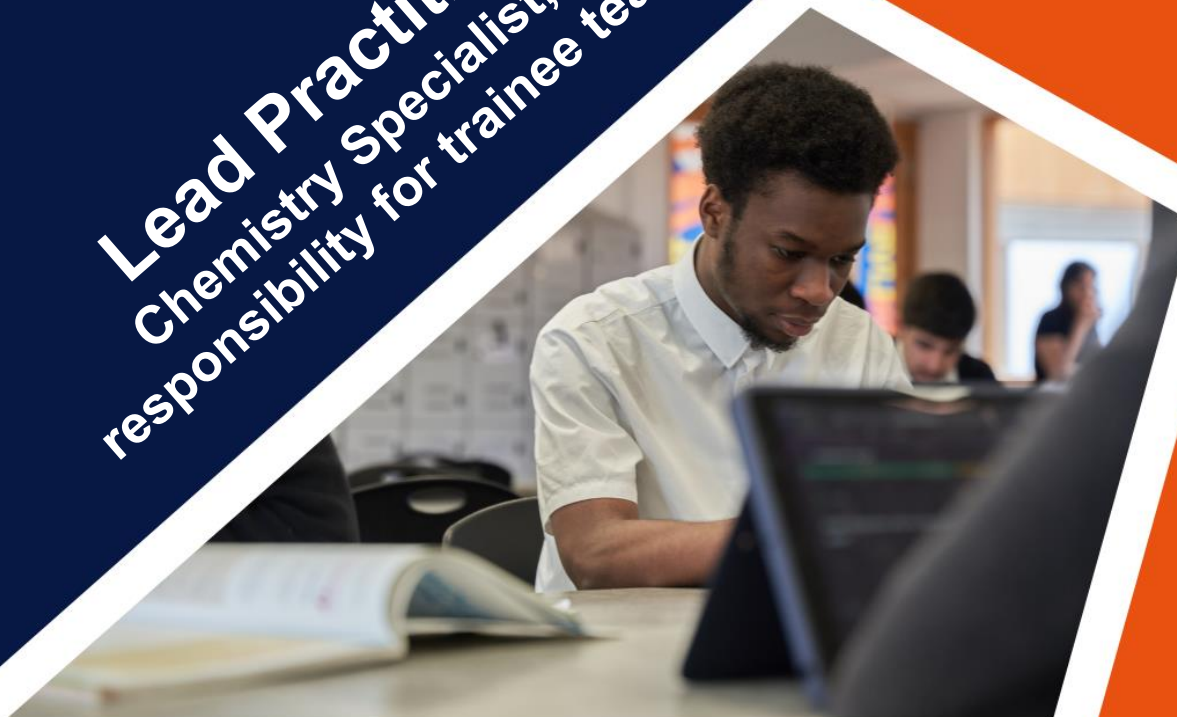




Lead Practitioner Chemistry Specialist, with responsibility for trainee teachers



Dear Candidate,

Thank you for your enquiry regarding the position of **Lead Practitioner – Chemistry Specialist, with responsibility for trainee teachers** at Oasis Academy Enfield. We need an enthusiastic and talented teacher to join the Science department on a full-time basis from September 2025 or January 2026. We are part of Oasis Community Learning which runs over 50 academies across the UK.

I hope you find the information pack helpful. If you would like to know more about us before you apply please see our website www.oasisacademyenfield.org. We welcome visits to the Academy. For an informal, confidential discussion, or to arrange a visit please contact our HR Office, on 01992 655424 or Enfield.HR@oasisenfield.org.

If you would like to apply, please complete the Application Form (CVs will not be accepted) and return it by either of the following ways:

Email: Enfield.HR@oasisenfield.org

Post: Oasis Academy Enfield
9 Kinetic Crescent,
Innova Park,
Mollison Avenue,
Enfield, EN3 7XH

The closing deadline for applications is **8am on Monday 30th June 2025**. Applications will be reviewed on an ongoing basis so early applications are encouraged.

Please ensure you provide the name, address and status of two referees, one of whom should be your current Principal/Director. Candidates should be aware we will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview.

Interviews will be held on **week commencing 30th June 2025**. Unfortunately, we will not be able to provide feedback on your application at this stage.

I wish you well and thank you once again for your interest in what we think will be a rewarding post.

Yours sincerely,



Emma Robinson
Principal

About Oasis Academy Enfield

Oasis Academy Enfield opened in September 2007 as a new academy. Initially a group of portacabins and a pioneering spirit, the Academy moved into its £30 million purpose-built accommodation two years later in Inova Business Park, or just 12 minutes' walk from Enfield Lock Station.

The Academy has enjoyed considerable success in its 18-year history. In 2025, Ofsted graded the Academy as 'Good' in all areas, including the Sixth Form. Ofsted inspectors praised the school's ambitious curriculum, strong teaching and inclusive ethos. The Ofsted report highlights a culture of high expectations, underpinned by the academy's values – Lead, Excel, Aspire, be Resilient and Nurture (LEARN) - which are clearly reflected in students' 'positive and respectful behaviour.' Inspectors noted that pupils 'feel safe,' benefit from 'trusted adults,' and 'engage positively with both staff and learning,' contributing to a calm, focused environment.

The school's commitment to personal development was a particular strength, with pupils enjoying a range of enrichment activities, from dance club and choir to computer programming. Pupils also spoke positively about careers guidance and cultural events, including Eid Celebration Day and our Culture Festival, which celebrates the school's diverse community. Staff were commended for obtaining a strong subject knowledge and for using effective questioning to support learning. Ofsted recognised the school's continued focus on professional development and well-being, as well as its determination to raise outcomes for all students, including those with special educational needs and/or disabilities (SEND) and who speak English as an additional language (EAL).

Oasis Academy Enfield's school's sixth form also received strong praise and an overall good judgement. Students are said to enjoy learning, recommend the sixth form to others, and are well prepared for their next steps through a curriculum designed around their needs and aspirations.

We want all our students to gain the qualifications that enable them to move onto college, work, apprenticeships or university. The majority of our sixth form students' progress to university with two thirds going to Russell Group and other leading universities following a wide range of courses from English, history to engineering, psychology and law. We are committed to providing staff with high quality professional development. As a partner in NIOTT, we offer the full range of NPQs. We support all staff to develop professionally and host a range of apprenticeship programmes, exam board training and an extensive internal professional development programme. All staff who want to develop their skills in their current role or look towards the next step in their career.

The induction of new staff is important. We have a tailored programme for staff in training, which is tailored to meet their needs. All new staff have an experienced mentor who will meet with them and support them as they settle into the Academy. In addition, ECT's also have an Induction Tutor who is responsible for supporting them in successfully completing their Induction year.

As part of the Oasis family of academies we benefit from a wide range of opportunities to network with colleagues across the region and nationally through a variety of joint training and professional development opportunities. National Lead Practitioners offer advice and guidance and share resources through concerns and visits to the academy. The annual regional conference brings all the staff across London and the South East together to network and share best practice from across the region.

The Academy mainly serves the ethnically and economically diverse local communities of Enfield Lock and Enfield Island Village. Several students travel from Ponders End, Edmonton and further afield to the Academy as well. The intake is mixed, some students live in the private housing close to the Academy and others come from some of the most deprived housing areas in the country. High numbers of students are eligible for pupil premium.

There is a high proportion of students with English as an additional language (54%) with over 60 languages spoken. Turkish, Black Caribbean, Black African and White British are our biggest ethnic groups. Despite the challenges many of our students face in their day to day lives our students are ambitious and work hard, seeing education as the key to a successful future.

Oasis was established in 1985 and has grown into a group of charities working to deliver housing, training, youth work, health care, family support and primary, secondary and higher education. In the UK Oasis employs over 4000 staff as well as working with over 1000 volunteers. Oasis work in ten other countries around Europe, Africa, Asia and North America. Our academy is twinned with projects in Uganda and Kyrgyzstan.

Oasis Community Learning is an education trust established in 2004 with the express purpose of transforming lives and communities through the development of Oasis Academies. There are over 50 academies each with their own character and identity and as one organisation are committed to share effective practice across the group. As a leading academy sponsor Oasis is a growing organisation which is committed to improving the life chances of children, young people and the communities they live in.

The Oasis Hub Enfield supports the work of the Academy providing integrated, high-quality services that benefit the whole person and the whole community. This is achieved by bringing together the Oasis ethos and values, local and national resources and expertise, and working together in and with local partners. Enfield Hub's work includes youth work, family support services, holiday activities, volunteering, community engagement, lettings as well as the Academy.

The Academy operates a totally inclusive admissions policy, accepting students irrespective of faith or ability. Our goal is to create an environment where students make very good progress, within an Academy, which values them as individuals.

To find out more about the benefits of working for Oasis Academy Enfield please follow the link below: <https://www.oasisacademyenfield.org/about-us/working-at-oasis-enfield> and take time to read the Wellness Charter included in the job pack.

Why you should work for us:

- Pre-created teaching resources which you just need to adapt – saving time and workload.
- Whole class approach to marking and feedback – saving time and workload.
- Two week autumn half term.
- Opportunities to earn extra money for lunch time duties.
- A wide range of opportunities to progress and make your mark on student wellbeing and progress.
- 1:1 peer instructional coaching and high quality CPD sessions support you to teach great lessons every lesson.
- On-site parking.
- We are a Trauma Informed Practice school and hold the bronze award at present – we have a calm and relational approach to dealing with behaviour issues and ensure our students feel a strong sense of belonging to the academy family.
- Free access to our fully equipped boxing / keep fit gymnasium plus Up to 25% discount at gyms across the UK.
- A term-time wellbeing day for all staff plus access to mental health support and wellbeing resources.
- Access to Oasis Benefits - deals and discounts at hundreds of retailers.
- Cycle to Work Scheme Access to Healthcare Cash Plan and dental cover.



About Oasis Community Learning

The vision of Oasis Academies is to create both outstanding schools and community hubs. As well as delivering first-class and innovative education, Oasis builds 'Hubs' in the area it works in; creating safe and inspiring local neighbourhoods that provide integrated and diverse services to benefit the whole person and the whole community.

Oasis Community Learning seek to create and sustain networks of excellent learning communities working in the context of the Oasis Ethos where every student can reach their full potential. Oasis believes this can be achieved through clear leadership, outstanding staff, a positive and affirming environment, strong partnership between students, parents/carers and the local community, along with the wider national and international links the Oasis' global operations create.

Our ethos is an expression of our character- it is a statement of who we are and therefore a lens through which we assess all we do. The work of Oasis Community Learning is motivated and inspired by the life, message and example of Christ. This is encapsulated by the following five statements:

- 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

The full Education Charter explains how our ethos impacts in Oasis Academies and can be found on www.oasiscommunitylearning.org

About the Science Department

You will join a team of committed science teachers and leaders, who are all committed to ensuring that students develop their full potential in science and enjoy learning. The team is has experts in all three science disciplines, each of which are hard-working, enthusiastic and flexible. Staff are keen to develop professionally and there are frequent development opportunities both within science and the wider academy. The team is led by the Head of Faculty and an Assistant Principal, who is also a science specialist. The Senior Science Technician leads the technician team in supporting the teaching and learning in science. The department also carries out internal continuous development for specific pedagogical approaches and subject knowledge enhancement courses for challenging scientific concepts.

Science is making steady progress over the year and is on target to achieve it's best results ever. The department currently has the highest achieving Separate (Triple) Sciences GCSE cohort within the Oasis Academies, nationally, with a 100% pass rate. Post-16 A Level Biology, Physics, Chemistry recent results have seen students achieving 100% A*-E with many achieving the top grades and moving onto science related degree courses such as medicine, biomedical sciences, pharmacy, civil engineering, aerospace engineering and dentistry.

The Science Faculty occupies the first and second floor in the Academy. There are two suites of laboratories with preparation rooms. The faculty is well-equipped with Interactive Whiteboards and visualisers in every room. Schemes of work and resources are held centrally and the team are always looking to develop new and innovative lessons. All teaching staff are provided with their own laptop.

At KS3 schemes of work have been developed to consider changes to the National Curriculum and the students study a range of topics covering physics, chemistry and biology. At KS4 we follow the AQA Combined Science Trilogy and the AQA Separate Sciences for the most able scientists. Targeted interventions including work with our PiXL partners and small group tuition ensure that we are catering to the wide range of students within the faculty. Study days and external visits aim to develop the students' interest in the subject and promote independent learning. At KS5 we offer Biology, Chemistry and Physics at A level and Level 3 BTEC Applied Science.

We are seeking to appoint an enthusiastic and inspirational middle leader to join the science team and help to lead the science department through the next phase of our improvement journey. Staff across the Academy work together and share strategies to help everyone deliver good and outstanding lessons. We are committed to providing staff with high quality professional development. Mid-week masterclasses run by experienced colleagues, focussing on academy priorities, are available to all teachers. We hold middle and senior leadership courses run by NIoT and are open to all staff who want to develop their skills in their current role or look towards the next step in their career. We have a professional's programme for staff 'in training' which is tailored to meet their needs. All ECTs are allocated an experienced subject mentor who will meet them regularly and supports them as they settle into the Academy, in order to successfully support the completing of their induction year. If you can inspire young people, are passionate about STEM education and prepared to go the extra mile then we would like to hear from you.

Job Description

POST:

Lead Practitioner - Chemistry Specialist, with responsibility for trainee teachers

ACCOUNTABLE TO:

Executive Principal, Principal, under the day-to-day leadership and management of Head of Department

GRADE:

L6 – L10 (Outer London) plus Teachers Pension Scheme

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.

LOCATION:

Oasis Academy Enfield

WORKING PATTERN:

Full-time and as described in the School Teachers' Pay and Conditions Document.

Disclosure level:

Enhanced DBS

JOB PURPOSE:

To lead the improvement of the quality of teaching across the academy, with the Academy Leadership Team and other Lead Practitioners, to consistently teach high quality lessons which bring about excellent outcomes for students.

All leaders in the Academy share in implementing the Academy Development Plan, devising strategies for raising achievement and ensuring high standards of behaviour.

The post holder is expected to carry out the professional duties of a Lead Practitioner in accordance with the current DFE Teachers' Pay and Conditions document and those described in the outcomes.

RESPONSIBILITIES:

1. To lead, with other Academic Leaders and Academy Leadership Team, the development of best practice across the academy to enhance standards of learning and teaching.
2. To lead and coordinate bespoke CPD/training to improve the quality of teaching and learning within specified learning areas.
3. To liaise with National Lead Practitioners to support the training and development of teachers within specified areas.
4. To actively support the vision, ethos and policies of the Academy.
5. To promote and safeguard the welfare of children you teach or meet.

OUTCOMES:

1. Achievement and standards

- Set, track, evaluate and report on individual student progress towards their targets.
- Mark and monitor students' work giving formative, next step feedback and targets for improvement in line with the Academy Assessment policy.
- Ensure a consistent and continuous focus on student achievement using data to track and monitor the progress in every student's learning.
- Evaluate student progress across specified areas of responsibility using appropriate assessments and records and regular analysis of the data.
- Recognise and reward students who are making good progress and identify underachievement putting in place appropriate support to address the areas of weakness.
- Support staff in developing a consistent and continuous focus on student achievement, using baseline and progress data to monitor progress.
- Support staff in keeping systematic records to show student's understanding and completion of work and the identified strengths, areas for development and grades awarded.

- Support colleagues to improve their effectiveness by developing their understanding and use of student data and strategies to address underachievement.
- Take a lead role to improve the effectiveness of assessment practice in the school, analysing statistical information to evaluate the effectiveness of teaching and learning.
- Use national, local and Academy data effectively to analyse and evaluate student progress; planning and implementing effective interventions to support students.
- Use local and national data and other information in order to provide: a comparative baseline for evaluating learners' progress and attainment; a means of judging the effectiveness of their teaching; a basis for improving teaching and learning
- Analyse national, local and school data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies and to report regularly to the Headteacher Senior Leadership Team and Faculty Leader on progress and plans.

2. Quality of Provision

- Be a role model for high quality teaching and learning using your own teaching and classes as examples of outstanding practice.
- As part of the teaching and learning team 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 and evaluation of all aspects of teaching and learning and active participation in the academy monitoring evaluation and review cycles through lesson observations, feedback to teaching staff, work sampling, student interviews producing written reports to the Academy Leadership Team as required.
- 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 team.
- Make well founded appraisals of situations, applying high level skills in lesson observation to evaluate and advise colleagues on their work and devising and implementing effective strategies to meet learner needs leading to improvements in learner outcomes.
- Construct, revise and develop schemes of work with accompanying high quality learning materials ensuring that they meet statutory and legal requirements and provide a range of teaching and learning methods that personalise the learning experience for students giving the equality of opportunity to make progress.
- Contribute to the development of teaching and learning by supporting training programmes, coaching and mentoring of teachers.
- Support underperforming teachers to enable them to improve their practice.
- Develop and maintain Academy policies and practices which promote high achievement and inclusion through effective teaching and learning across the Academy.
- Take a strategic role in the development of new and emergent technologies to enhance and extend the learning experiences of students.
- Implement strategies that ensure high standards of behaviour.
- Promote extra-curricular activities and out of hours learning which enhance learning opportunities.
- Have a teaching commitment in line with other Lead Teachers within the Academy.
- Take a strategic role in the development of new and emergent technologies to enhance and extend the learning experiences of students.
- Implement strategies that ensure high standards of behaviour.
- Promote extra-curricular activities and out of hours learning which enhance learning opportunities.
- Have a teaching commitment in line with other Lead Teachers within the Academy.

3. Leadership and Management

- Be a strategic and supportive member of the Teaching and Learning Team, playing a key role in the development of the Academy as it becomes an innovative, high performing, and emotionally intelligent organisation.
- On request, attend Academy Leadership Team meetings to advise on and contribute to discussions relating to operational and administrative matters.
- Take the lead strategic oversight for specified areas of improvement and development.
- 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 Academy One Plan, Self Evaluation and the related documentation.
- Take an active role within the Academy's Performance Management
- Maintain clear expectations, high standards of professionalism and collaboration to meet the Academy Improvement Planning 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.

4. Well-Being

- Treat all members of the Academy community fairly, equitably and with respect to create and maintain the Academy ethos.
- Ensure the safeguarding of all students through the implementation of effective policies and procedures.
- Ensure a safe working and learning environment through application of appropriate risk assessment and adherence to current Health and Safety regulations.
- Support the extended Academy program including visits.

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

- Develop opportunities for high quality student voice with the aim of raising standards of teaching and learning within the Academy.
- Ensure an effective partnership with parents and carers to support students' academic and personal development.
- Contribute to the preparation of guidance materials for parents and carers to help them support their child's learning.

5. Professional Development

- Keep up to date with current developments in curriculum development and teaching methods using outcomes of research to inform own practice and that of colleagues.
- Work collaboratively with National Lead Practitioners in OCL and keep up to date with developments.
- Seek opportunities to collaborate with innovative and high achieving academies within Oasis Community Learning and other relevant networks to share and develop excellent pedagogies.
- Lead professional development activities, as appropriate, to update and develop the skills of colleagues
- Participate in Performance Management accordance with Academy policy.

The person undertaking this role is expected to work within the policies, ethos and aims of the Academy and to carry out such other duties as may reasonably be assigned by the Principal. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions, including extra-curricular activities, are fulfilled through direct dialogue with employees, contractors and community members.

All staff take an active role in the Academy's care and guidance of students. The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The post holder will be subject to performance objectives agreed annually with the relevant body and these objectives will be reviewed annually.

Person Specification

	Essential	Desirable
Qualifications	Qualified Teacher Status	Degree
Professional Development	Recent relevant professional development	
Experience, Skills and Knowledge	- Knowledge and understanding of the National Curriculum, particularly statutory requirements - Understanding of what is required to secure effective teaching and learning - Proven record of excellent teaching - Proven record of success in raising student achievement - Knowledge and experience of using ICT - Ability to use assessment data in planning to raise standards of achievement - Ability to provide appropriate challenge for students - Knowledge and experience of using a range of behaviour management strategies and an ability to maintain good classroom discipline - Experience of leading staff development activities - Experience of coaching or mentoring of teachers to improve practice - Experience reviewing the quality of teaching within a learning area - Understanding of the practical application of Equal Opportunities in a school context	- Leadership of training initiatives in schools - Experience of collaborative work with other educational institutions - Led an aspect of whole school development
Personal Qualities	- Ability to motivate staff and students - Ability to coach and mentor colleagues to improve their performance - Good communication skills - Ability to work as part of a team - Ability to reflect - Ability to form and maintain appropriate relationships and personal boundaries with children - Emotional resilience in working in a range of challenging situations - Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos	

The person undertaking this role is expected to work within the policies, ethos and aims of the Academy and to carry out such other duties as may reasonably be assigned by the Principal. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions, including extra-curricular activities, are fulfilled through direct dialogue with employees, contractors and community members.

All staff take an active role in the Academy's care and guidance of students.

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.

Applications will only be accepted from candidates completing the enclosed Application Form. Please complete ALL Sections of the Application Form which are relevant to you as clearly and fully as possible (Sections A & B). CVs will not be accepted in place of a completed Application Form.

Safeguarding Children & Young People

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 Disclosure and Barring checks

1. Candidates should be aware that all posts in Oasis Community Learning involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post. Please see the job description enclosed in this Application Pack for further details.
2. Accordingly this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as “spent” must be declared.
3. If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including those related to children or young people (whether the disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.
4. Where neither your current or previous employment has involved working with children, your current employer will be asked about your suitability to work with children, although it may where appropriate be answered not applicable if your duties have not brought you into contact with children or young people.

Interview Process

After the closing date, short listing will be conducted by a Panel, who will match your skills/ experience against the criteria in the Person Specification. You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
- Documentary evidence of identity that will satisfy Disclosure and Barring check requirements such as a current driving license including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address (i.e. utility bill, financial statement etc.)
- Where appropriate any documentation evidencing a change of name
- Documents confirming any educational or professional qualifications that are necessary or relevant for the post.

Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

We will seek references on shortlisted candidates for Academy based positions and may approach previous employers for information to verify particular experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

For Academy based positions, in addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline.

Conditional Offer: Pre-Employment Checks

Any offer to a successful candidate will be conditional upon: -

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity and qualifications
- Vetting and Barring Checks
- Satisfactory Disclosure and Barring check
- Verification of professional status such as QTS Status, NPQH (where required)
- Satisfactory completion of a Health Assessment
- Satisfactory completion of the probationary period.
- Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as may be required in accordance with statutory guidance

For teaching posts

- Verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999)
- Verification of medical fitness in accordance with DFE Circular 4/99 Physical and Mental Fitness to Teach of Teachers and Entrants to Initial Teacher Training

You should be aware that provision of false information is an offence and could result in your application being rejected or summary dismissal if you have been selected, as well as possible referral to the police and/or ISA and/or other relevant investigating bodies.