



# Oasis Community Learning Teaching Assistant Recruitment Brochure

With 87% of our academies 'Good' or 'Outstanding' we are providing

**"Exceptional Education at the Heart of the Community"**



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## A warm welcome

Thank you for your interest in joining the Oasis Community Learning (OCL) family. We are looking for talented [teachers/leaders/support staff], who share in our vision and values, to join our team.

It is our vision that every young person in our academies reaches their potential, no matter what their starting point and leaves us with an aspirational, fulfilled and prosperous future ahead of them. We are at an exciting time for our organisation. In 2020 we introduced the Oasis One Plan, uniting all areas of our organisation to achieve our mission by providing clear direction for the next five years, and a new entitlement for every child. One of these entitlements is access to online learning wherever you are through the Oasis Horizons iPad scheme - helping to put an end to inequalities in learning opportunity. Together, we will provide our young people with the opportunities that they deserve to realise their potential.

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.

## About Oasis Community Learning

Oasis Community Learning is one of the largest trusts in the UK and has a vision to create 'exceptional education at the heart of community.' We are a family of 54 academies: 31 primary, 20 secondary and 3 all through.

We specialise in working in socially deprived communities, and we have intentionally positioned our education services within some of the most challenging and disadvantaged communities in the country. 87% of our academies are now rated as Good or Outstanding. In keeping with our vision of community, each academy offers a wide range of integrated and holistic provision to both our students and the local community through its Hub strategy.



## What we offer our staff

There are a number of offers that you will receive when you join the Oasis family that makes us stand out as an employer of choice. Whilst we will list the national benefits below, there may also be local incentives at each academy that will be a part of your day-to-day life. This may include social groups, health and fitness groups or further CPD.

### Our Classrooms, Teachers and Students

Our classrooms, teachers and students are a real credit to Oasis and the vision we hope to achieve. We work together as a family, uplifting the Oasis ethos and sharing one goal.

We can provide:

- A high quality induction process
- Teachers who are welcoming, forward thinking, supportive and up to date in their teaching strategies
- Teachers who value the targeted support from Teaching Assistants
- Opportunities for Teaching Assistants to use their initiative and build effective relationships with students
- Opportunities for Teaching Assistants to learn from each other and share their most effective strategies
- A strong sense of “team” from the staff in each academy – “we are working together so that students can make the most effective progress possible”
- Opportunities to use your particular skills in the academy
- A workload that is realistic in the time that you are paid for
- Students who are well behaved and keen to learn
- Students who respect and value support from Teaching Assistants
- Colourful, attractive, well cared for classrooms
- Good levels of resource provision

### Support and sharing best practice

As part of a regional family of Oasis academies, you will enjoy the support and challenge of your peers within the region as well as from across the trust:

**CPD for Teaching Assistants:** well-structured training based on the needs of Teaching Assistants in each academy.

**Regional Improvement Networks (RINs):** the aim of the RIN is to share effective practice, moderate student’s work, raise standards, collaborate, undertake training, reduce workload, give opportunities for leadership and improve consistency in practice across the MAT. Teaching Assistants are welcome to attend the RINs.

**Conferences:** We hold CPD conferences across the UK to share best practice and support every year. These consist of regional and national conferences.

**Staff Networks:** As part of our family, you will also have the opportunity to become part of or lead one of our staff network groups, such as our Equality Diversity Inclusion team or LGBTQ+ Allies.

Read on to find out more about our other staff benefits.



## What we offer our staff

### Benefits beyond the Classroom

As well as the support and opportunities given to our Teaching Assistants in the classroom, we have a very strong benefit scheme, offered to each of our support staff members.

#### A Competitive Salary

We offer competitive salaries for our Teaching Assistants across the country

#### Defined Benefit Pension Scheme(s)

All employees have the opportunity to be part of the Local Government Average Salary (LGPS) Pension Scheme.

- It is a Defined Benefit Scheme Benefits build up at a set rate of LGPS 1/49
- On average, we pay in 18.2% employer contribution to your pension
- Life cover - you get life cover of 3x pensionable pay
- Lower tax
- Survivor benefits and
- Ill health cover

#### Holiday Allowance

As Teaching Assistants, you will be working term-time only and will therefore have each school holiday off of work.

#### Flexible Working

Many of our academies offer flexible working to their

employees. Please consult with the academy you are applying for to find out what they can do for you.

#### 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.

#### Health cash plan scheme

We are proud to be part of the Health Shield Cash Plan Scheme. Opt in at certain points of the year for money back on healthcare services.

#### Expenses and Travel Costs

We remunerate our staff for incurred expenses and travel costs in line with our Staff Expense Policy.

#### Free Counselling Service

As an employee of Oasis you will have access to a free confidential counselling service.

#### Health and Wellbeing Resources

We have both in-house wellbeing resources, delivered directly into your inbox, and occupational health resources and support available year round for a number of health concerns.

#### Free Eye Tests

Staff at Oasis are entitled to eye-care vouchers, with a free eye test and money off standard glasses should there be a need.



## The Oasis ethos

Our ethos is a part of everything we do. We are looking for people who not only share in our vision but are champions of our ethos and 9 Habits.

Our ethos is:

- 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

## Putting the community into Oasis 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.





## Our curriculum: Character, competence & community

The 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 great learning the foundation of every lesson. We have therefore spent years working with our NLPs and experts within Oasis to design our Oasis Curriculum to meet the needs of all, striving for personal as well as academic and vocational excellence.

There are three golden threads that run through the Oasis Curriculum: character, competence and community.

We know that the development of character does not happen by chance but by purpose and intention: it is therefore an explicit part of our curriculum. We work hard at preparing our students to be the best version of themselves, today and in their futures.

We want each and every one of our young people to be competent in their development and learning. Our students will have the skills, knowledge and expertise to choose their life pathway.

Community is a huge part of life at Oasis, as each of our academies work closely with their local Oasis Hub to serve their community within and beyond the school. Our children are empowered to play an active part in building their community, where everyone is included, making a contribution and reaching their God-given potential, and have regular opportunity to engage with Hub activities.

Our curriculum is highly effective, and has been praised by Ofsted as 'broad and ambitious'. It is also a fantastic opportunity for those interested to contribute and shape the way our lessons are delivered nationally, whilst also helping us to manage workload and a good work-life balance.

## The Oasis Entitlement

All of our students, across all age groups, enjoy the Oasis Entitlement, a guaranteed set of opportunities during their time at the academy:

- Reading strategies so that every student becomes a fluent reader
- Access to online learning
- Access to high quality mental health support
- Be a student leader or mentor
- Be part of a school production
- Be part of a school team
- Play a musical instrument
- Play an active part in a Hub project
- Attend a residential trip
- Visit the theatre, an art gallery and an museum
- Visit universities and places of work



With Oasis Horizons, every student who joins the Oasis family will receive their very own iPad for the duration of their time with us. We want to give our young people equality in their opportunity for learning, therefore the iPad will be theirs to use at school and at home.

Filled with educational apps, the iPad is used in lessons for exploration of learning, class quizzes and teamwork projects. They are a fantastic teaching tool for our staff to keep on top of new resources, student understanding and preparing our students for a future working with digital technologies.

Teaching staff are supported with full training and regular CPD to make the most out of their iPad in lessons, with marking, and work-life management.

We're sure you'll have lots of questions about this, so feel free to visit our website to find out more.





[www.oasiscommunitylearning.org](http://www.oasiscommunitylearning.org)  
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For updates on our trust and upcoming vacancies follow us on:

 @OasisAcademies   /OasisCommunityLearning

