

SENDCo and Head of Inclusion

Application and information pack



A secure future for young lives

A message from our Founder

A very warm welcome to Oasis Restore, England's first secure school

I'm glad to take this opportunity to introduce you to Oasis and specifically to Oasis Restore – the country's first secure school. I founded Oasis over 35 years ago, and since then we've grown to become one of the largest charities in the UK.

Oasis is a wonderful team of highly talented and deeply committed people working together to provide housing, education, healthcare, youth, and family support, as well as countless other community building initiatives around the country.

Day after day this work brings me face-to-face with a stark reality. Our national systems – of welfare, health, education, housing etc. – are failing the most vulnerable young people who, as a result, all too frequently find themselves caught in a persistent loop of exclusion that defines their future and inhibits their life chances.

That's why I'm passionate about Oasis Restore, and equally about working in partnership with the government, NHS England and Improvement and a range of other partners across the charitable and public sector to bring about much needed radical change. With a vision focused on restoration rather than retribution and creating a safe environment with a holistic approach to education, care and health, this unique project is at the very forefront of a long-awaited revolution in youth justice.

The secure school places therapeutic, integrated and bespoke support for children, along with pathways for successful transition, at the very heart of the youth secure estate for the first time. By doing so, we will enable young people to make different choices and lead positive, productive lives.

Your role as the SENDCo will be integral in the progress of children with additional educational needs, EHCPs and neurodevelopmental delays to deliver highly aspirational educational outcomes. You will play a key role in co-ordinating the work between both specialist health and education staff to carry out assessments of children on entry at Restore, translate this information to staff so they can best support students and complete EHCP requirements. You will be a champion of restorative practice, placing relational connection at the heart of everything you do. Your work will be the driving force that enable children to transition out of Restore with the support in place for them to succeed in the next step of

their journeys.

Within this brochure you'll find more about Oasis, our vision for Oasis Restore and, most importantly, about the role.

I hope that, like me, you will be inspired by the opportunities and challenges that the secure school offers – especially at such an unprecedented time for us as a society – and be as keen to join us as we are to share with you our vision.

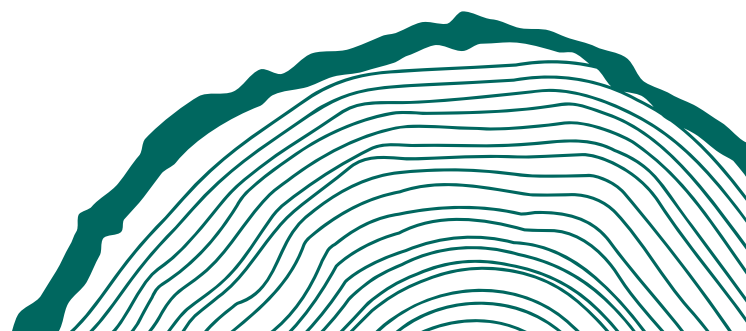
We look forward to receiving your application.

“At Oasis, we're passionate that every community should be a happy, healthy place where every person is included and valued, and has the ability to thrive and achieve their full, God-given potential.”



A handwritten signature in black ink, which appears to read 'Steve Chalke'.

**Rev. Steve Chalke, MBE
Founder & Leader**



About the role

SENDCo and Head of Inclusion

Oasis Restore is seeking to recruit a dynamic SENDCo and Head of Inclusion for the country's first secure school. This is a career-defining opportunity to lead the development and delivery of our bespoke and integrated model of education and care for young people in custody.

We are looking for a passionate leader, or aspiring leader with the ability to co-ordinate and innovate the educational support available to children in custody. You will have the ability to see beyond the current system to establish Oasis Restore as a school of excellence, catering to the diverse developmental and educational needs of all children. You will believe in the ability of discovery to bring joy to and transform children's lives, and the power of intentional engagement and learning through experience. As needed, you will deputise for the Director of Learning and Enrichment by taking on day to day leadership responsibilities.

You will be values-led and have experience of working with children who are neurodiverse and those with Social, Emotional and Mental Health difficulties, challenging behaviour, and a poor perception of themselves in education. You will play a vital role in reinvigorating students through working directly with our integrated teams to devise strategies to remove potential barriers to learning and engagement in the classroom, home, and in any wider activities. You will be a champion of ownership and enquiry, working alongside the Director of Learning and Enrichment, residential and Healthcare professionals to embed an informed curriculum that deepens children's understanding of themselves; their inherent strengths, likes and dislikes.

You will lead a team who celebrate the achievement and progress of all children academically, personally, socially, and emotionally. You will empower children to learn at their own pace and prioritise competency-based learning as well as high academic achievement. You will champion curiosity, remaining open and reflective in your practice with both staff and students. You will be the direct link between the SEND Teams of a number of local authorities, apprenticeship or higher education establishments and Oasis Restore to identify protective factors that will support the child's successful transition back into education, employment or apprenticeship in their communities.

This is a unique opportunity to use your passion to design and operationalise best practice for supporting those often overlooked, whose needs have been unmet in custody- to provide opportunities for learning and discovery through real life experiences. You will have a strong belief that learning does not happen in a vacuum, but instead lived both inside and outside of the classroom. You will lead staff in providing opportunities for children to build their knowledge, skills, understanding and personal development through enriching activities.

You will be at the forefront of innovation and a 'proof of concept' within the custody sector, creating a uniquely therapeutic environment and community. The role will require someone with confidence, diplomacy and resilience to develop practice under a high level of scrutiny, balanced with the exciting opportunity to influence wider system change.



About

Oasis and our Ethos

Oasis is a ground-breaking group of charities that have been pioneering models of sustainable and holistic education, supported and affordable housing and community development over the last 35 years. The Oasis vision is for community – a place where everyone is included, making a contribution, and reaching their God-given potential.

Oasis is about people, their aspirations, opportunities, education, employment and their communities – in other words, their wellbeing. We believe that things can change. Where systems leave communities disadvantaged we're bold about pioneering alternatives and trying new things. We're not satisfied with the status quo where it keeps people trapped in poverty, or constantly at risk of exclusion.

Working alongside some of the most vulnerable communities our purpose is to develop Oasis 'Hubs', which provide wide ranging and integrated services, designed to meet the breadth of human need. We seek to work in an integrated and holistic way, providing a range of mutually supporting services. We do this because we have learnt that separate, non-integrated "solutions" often fail to achieve lasting change.

High quality, trauma-informed care and an aspirational education offer are some of the critical elements of our multi-disciplinary work that serves over 60,000 children, young adults and their families.

Together, Oasis staff and volunteers aspire to:

- Understand individuals' stories and contexts to help them grow and develop
- Create safe, stimulating home and learning environments
- Believe that change is possible, no matter the starting point
- Provide bespoke learning and care with quality, compassion, and rigour to help everyone we work with to realise their full potential.

Our Ethos - Oasis is driven by the passionate belief that each human being is uniquely valuable and of equal importance. We all have something to bring, and we all need each other. We call the 'O' in Oasis our 'Circle of Inclusion'. Everyone matters. Everyone belongs. And because we're committed to inclusion, we're committed to ending inequality, injustice, and exclusion wherever and however we can.

Our work in the youth secure estate is driven by this philosophy and prevailing commitment to equality and community transformation.

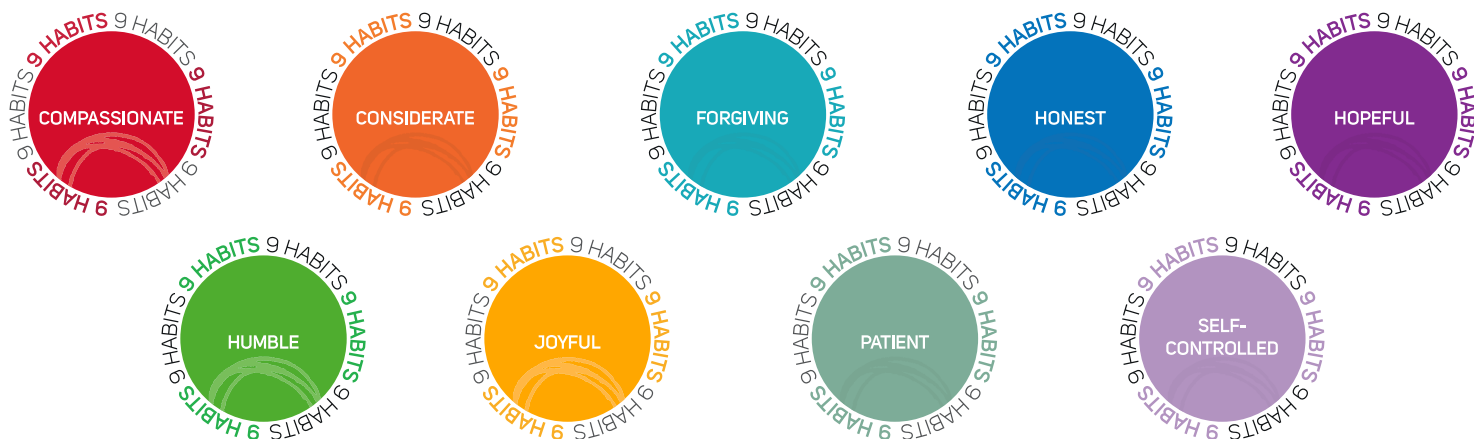
Our staff not only share in our vision but are also champions of our ethos and the Oasis 9 Habits. Our ethos is made up of:

- 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 Oasis 9 Habits

Our 9 Habits are the behaviours through which we aim to reflect our ethos:



Background

The Ministry of Justice (MoJ) appointed Oasis to establish the UK's first secure academy trust – to be known as Oasis Restore; an innovative, new model of care for young people in the youth custody estate, where the aim is to improve outcomes for children.

The policy vision put forward by the MoJ is for a new type of provision – secure schools - to deliver care and rehabilitation creating 'bespoke provision for individual children that has education, healthcare and physical activity at its heart – a therapeutic environment in a secure setting' so that children who have offended can move on to lead positive and productive lives.

Secure Academy Trusts – which are independently run charitable companies akin to the Department for Education's Academy Trusts - will run and manage secure schools. They will be funded by the Ministry of Justice and NHS England (NHSE), who are joint commissioners - using a Funding Agreement, not a commercial contract. Secure schools will deliver provision that is child-focused, integrated and values-led, with a specialised workforce. They are designed around a joint outcomes framework, working in partnership with NHSE, offering individualised care for children that establishes strong links with the community.

The MoJ has recently passed legislation to enable this significant policy change and to allow Academy Trusts to exist in the secure estate. Secure schools will be dual registered as 16-19 Academies and Secure Children's Homes, and they will be inspected as such by Ofsted and Care Quality Commission.

Oasis Restore is planned to open in late 2023 and will care for 49 children aged 12 to 18 years who are sentenced or remanded to custody by the courts.

Governance and Accountability

A new charitable company has been set up for the secure school, forming a Secure Academy Trust, according to the Ministry of Justice's requirements. A Board of Trustee Directors has been appointed by Oasis.

Oasis Restore is governed by the Oasis Restore Board and supported by their Executive team.

The Principal Director of the school will be responsible for the outcomes and progress of the school, and the Executive and Senior Leadership team will be accountable to Oasis Restore of Trustees.

The Ministry of Justice will hold Oasis Restore to account for the school's overall performance and outcomes.

As outlined in the secure schools: How to apply guide, the regulator will ensure inspections are conducted in accordance with the relevant registered authority's frameworks.

About

Our Vision

At Oasis Restore, our vision is to transform the life chances of children in the criminal justice system, so that they have the opportunity to reach their full potential and be the best they can be.

Our mission is to provide a therapeutic and educational community that embeds hope, stability, and opportunity within and beyond Oasis Restore. We will do this through our three cornerstones of relationships, discovery, and community. See more [here](#).

Oasis Restore will offer a reparative opportunity to children and young people, who have become criminally involved, often because of neglect, trauma, and loss.

We recognise that our students will have been placed into Oasis Restore with restrictions to their freedom, for their own and society's safety. As with all Oasis communities, our vision for Oasis Restore is to create a place of care where every child is given an opportunity to thrive. All involved – staff as well as students – are learners and will be encouraged to take responsibility for leading their ongoing personal transformation.

Our practice will be psychologically informed through building trusting relationships with and between our young people and adults. We will be practical, effective and creative in order to celebrate individuality and we will do this in the context of treasuring the community. As we embrace this approach, we will seek to address some of the consequences of trauma and loss in our young student's lives.

Our mission, therefore, is to not just deliver an innovative education offer but also to develop a healthy sense of identity, a sense of purpose that improves our students' social cognition, emotional intelligence and to support them as they journey onwards. We recognise that most of our students will not have enjoyed the traditional classroom setting and may have a fear of education delivery that feels institutional. We know the young people we serve will exhibit behaviours characterised as dysregulated, challenging, and complex. However, we also know that none of our students come from zero; that all have inherent strengths and interests.

Our goal is to tap into their curiosity and talents to develop skills for life and learning whilst providing them with training or qualifications in areas in which they have interest. We want to focus on what is strong, not what has gone wrong. To this end, we will use enquiry and curiosity – in both structured and unstructured sessions – together with the creative arts, media, sport, and the outdoors to support our philosophy of learning.

Most importantly, from the very first day of their stay at Oasis Restore, we will work with each of our students not only to focus on their time with us but to prepare them for transition back into the community or into the wider custodial estate.

We will support them, not simply with the goal of not reoffending, but crucially, to enable them to achieve long-term wellbeing. We want our students to maintain a positive contribution to their community as well as to wider society throughout their lifetime.

Oasis Restore's Framework

Oasis Restore has a values-led, evidence-based, and bespoke approach to our practice. This is encapsulated in the Restore Framework which is designed for the specific group of children we serve and informs all that we do from our policies and processes to our structures and daily interactions.

The Restore Framework is grounded in the Oasis ethos and 9 Habits and supports whole, integrated systems. By having an inter-dependent, pan-organisation approach to our staff and systems, we encourage collaboration and enable each area of practice to bring the benefit of their learning and, together, we can deliver high quality care for our students. (Continued on next page).



Importantly, Restore's Framework is psychologically informed. This means we have used tried-and-tested knowledge of practice and psychological theory to inform our understanding of areas such as:

- How the human brain develops in childhood and adolescence
- What happens to the brain when a child has experienced trauma such as neglect, abuse, lack of loving connections or threats
- How these experiences affect children's social, and emotional development and their ability to process and retain information, learn new things, concentrate, make decisions, and problem solve in everyday life (cognitive functioning)
- The foundational role that quality, secure early attachment relationships play in the emotional development of children and functioning through their teenage years into early adulthood, and their lifelong necessity
- What this means for how we should understand, care for and work with the children at Restore, their families and communities, and how we train and support our staff to help them thrive.

Oasis Restore's leaders will be expected to model and operationalise a secure school that is based on the Oasis Restore Framework of Care.

Oasis Restore's Framework is founded on the following principles:

- R** ► Relationships through building trust
- E** ► Empowerment through providing choices and nurturing responsibility
- S** ► Safety through providing consistency, a secure base and community
- T** ► Trauma-Informed practice through creating a psychologically informed culture and systems
- O** ► Ownership through providing life affirming opportunities
- R** ► Restoration through offering support and challenge
- E** ► Enquiry through encouraging openness and reflection

In using these principles throughout our policies, practice, and processes in the school, we will ensure that we create an environment of high-quality care and psychological safety for our students and staff.



What do you need to thrive in this role?

Oasis Restore is seeking someone with the tenacity to meet the needs of children in custody, the determination to innovate and ability to work with external partners/carers to support successful rehabilitation. You will need to be able to manage your time flexibly to support your team, the children and inform the integration of clinical and therapeutic specialism, strong pedagogy, and curriculum to remove barriers to learning and engagement in school, in the home and wider activities. You will need to understand and champion diplomacy and foster positive dynamics between the various professionals to ensure positive outcomes for children. This will require a good understanding of the statutory guidelines whilst committing to innovation on the journey to excellence.

You will embody our ethos, persevering to remain open to discovery and reflective practice. You will be an ambassador of curiosity and enquiry, bold enough to admit and learn from your mistakes to grow as a part of the Restore community. You will be a role model to staff and students, modelling integrity and building strong relational connections.

You will recruit, train, and inspire a team of staff, alongside the Director of Learning and Enrichment, ensuring that they work effectively with children, each other, internal and partner agency staff. This includes ensuring that the curriculum is planned and delivered in a way that maximises participations and reflects our commitment to the development of the whole child and the staff supporting them.

You will ensure that the school reaches and sustains the highest standards of emotional, social and physical care, promoting best outcomes for young people through practice, research, development and partnerships. You will hold the responsibility for making sure that training is relevant, robust, effective, dynamic and adaptive to the needs of our children. You will embed the vision and culture of Oasis Restore in policies, procedures, and management strategies, ensuring that this is demonstrably integrated into practice, in collaboration with team members.

You will co-lead on the integrated arrangements across the school, working cohesively in partnership with team members and other professionals to contribute to and to monitor the multidisciplinary assessment, planning and intervention with regard to all children's needs, in order for them to reach their full potential. Your role will play a key part in the operational functioning of the school, in the care of children and staff, in the maintenance of high standards of care and child protection, in quality assurance and our policy of continuous improvement.

We are looking for someone who is wholly committed to improving educational progress, life outcomes and employment or training opportunities for highly vulnerable young people. You will be committed to ensuring all groups of students, regardless of complexity or need, achieve their potential. You will actively seek to support those children who are neurodiverse and have Special Educational Needs including speech, language, and communication difficulties or those with history of traumatic head injuries. You will understand that the majority of our students' experience of education will have been one of persistent exclusion; in essence, you will ensure that Oasis Restore provides a transformational education offer to those who need it most.

Values and Culture

Aligned with Oasis ethos and values described earlier we are looking for an individual with the:

- Ability and commitment to be a champion of the Oasis ethos which seeks to create inclusion and equality for all through open and honest relationships, perseverance, and the intrinsic belief that positive change is possible, no matter an individual's story.
- Ability to motivate and lead staff, reflecting the ethos of the organisation to be trauma-informed with the skill to build and model trusting, open and honest relationships working collaboratively with colleagues to deliver excellent care.
- An intrinsic understanding that childhood trauma and adversity is a significant, complex, and often preventable public health problem with broad ranging effects on children and their support network – including staff who support them – but from which, with proper resources and pathways of support, people can recover.

Competencies

Oasis has developed bespoke leadership principles and competencies which will be used during the assessment process. The key competencies for this role are described in the attached job description. The successful candidate must be able to demonstrate their experience, values and competencies against the essential criteria described in the Person specification section in the job description.

Our Staff Offer

We know that this will be a challenging leadership role, and, in return, we will support you through a programme of personal development which includes supervision and ongoing professional training. We will make a commitment to your wellbeing so that you can sustain your leadership of the staff and young people under your care.

Oasis is excited and privileged to be leading this new provision and we are looking for leaders who want to come on the journey with us as we build on our vision to create new possibilities for youth custody as well as work with some of the country's most vulnerable young people. If you want to know more about our staff offer, please visit our website at www.oasisrestore.org.

How to Apply

If you are ready to apply for this role, please download and complete Oasis Restore's Application form and Oasis Restore's Equal opportunities form*.

For more information and an informal discussion about the role please email recruitment@oasisrestore.org to arrange a confidential phone call.

All applications and accompanying forms should be emailed to recruitment@oasisrestore.org by 9am on Monday 6th February 2023. Interviews are scheduled for Thursday 9th February 2023. Successful applicants will be contacted on the morning of Tuesday 7th February.

**The Equal Opportunities form is a voluntary part of the application process and neither completing or not completing it will have any bearing on your application with us. The Equal Opportunities Form will not be shared with anyone involved in processing your application and it will be used by the People Services team solely for the purpose of monitoring the effectiveness of our equal opportunities policy.*



Oasis
restore

A secure future for young lives

