



Oasis Community Learning Support Staff 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. Over 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

When you join Oasis Community Learning, you become part of something special. You become part of an organisation dedicated to transforming lives and communities. But we want to ensure that our staff are cared for and happy in their work place too, feeling challenged and valued. We therefore offer the following benefits:

Become a part of something bigger

The Oasis services enable our teachers and school leaders to deliver exceptional education in our communities. Providing wide reaching and varied support services to our academies (Compliance, Communications, Finance, Governance, IT, People Directorate, Project Management, and Property and Estates) means that whatever your specialism, you will have an opportunity to be part of a wide web of professionals making a difference.

Whatever your role, wherever you are based, as a member of the Oasis family you are a role model for our young people. You are a person of character and competence, committed to being your best so that our students might aspire to become their best too. There is even opportunities within local Hubs to contribute and volunteer within our communities.

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.

Clear career progression opportunities

As a large organisation, we are able to provide career progression opportunities, whichever function or service you are a part of, from entry-level to Director. Each of our services has a clear map of where your route could take you in Oasis so do ask about this!

You will be provided with opportunities for training and development, including Oasis's bespoke leadership development course - tailored especially for non-teaching staff.

We work closely with our internal training team and external providers to make sure our staff are getting the opportunities to develop in line with their jobs, passions and ambitions.

Additional benefits

A competitive salary

We offer competitive salaries across our support staff services, with opportunities for progression in pay.

Flexible and hybrid working

We offer flexible and hybrid working to our employees, to help them balance their work and home life.

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 contribute 18.2% to your pension
- Life cover
- Lower tax
- Survivor benefits and
- Ill health cover

Generous holiday allowance (52 week contracts)

When you join Oasis on a 52 week contract you receive 25 days annual leave in the first instance, plus 8 bank holidays. This then rises to 30 days after 2 years of service, plus 8 bank holidays.

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.

Free counselling, eye tests and occ. health support

As an employee of Oasis you will have access to a free confidential counselling service, access to free eye tests and a wealth of occupational health resources.

Expenses and travel costs

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

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, and has a Hub Council, that responds to the needs of the academy and community through many different forms of outreach and strategy planning.



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.

Hear from our staff

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I joined Oasis Community Learning as a career changer. I was working as a practitioner in the NHS, and wanted to take a break from that but still work for an organisation where I felt I was helping others. This was in 2015 and I am still here! The most important thing for me was working for an organisation that was welcoming, friendly and had a good culture. My work-life balance is great, and I love my team. I am also part of the social committee organising local events for our colleagues throughout the year.

Oasis has given me the flexibility to learn and develop, shaping my career in the direction that I want to take it. I started in recruitment marketing, working within the People Directorate. I then moved into the Communications team, and progressively took on more responsibility towards my role into management.

One of my favourite accomplishments has been project managing the Oasis National Student Awards. It is a bi-annual event where around 800 of our staff and students get together to celebrate our young people and their development academically and personally. There is professional entertainment, a 3-course meal and awards/medals given out. It really does remind you that you are part of something special.

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Hannah Skinner
National Communications Manager



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I started working at Oasis officially in 2011, straight after completing my degree in Computer Systems Technology.

I joined as an apprentice and within 3 months was promoted to a 1st Line Technician. Working for Oasis meant that I was also able to become involved in projects like Southside FM, youth work, and the charity coffee shop.

I enjoy the flexibility of Oasis; I have a healthy work-life balance whilst being able to trail and stress test new technologies.

The difference with working here I would say is that it's quite friendly and for me it's the openness and willingness to use new technologies as and when they are released. I'm sure this is not the case in other organisations.

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Peter Murphy-Elliott

Senior Systems Engineer





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For updates on our trust and upcoming vacancies follow us on:

 @OasisAcademies   /OasisCommunityLearning

