



# Job Advert

JOB TITLE:	Teacher of English and Literacy
CLOSING DATE:	Monday 18 <sup>th</sup> May 2026
START DATE:	ASAP
SALARY:	MPS 1 to MPS 6
LOCATION:	Oasis Restore secure school in Rochester, Medway, Kent

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- **Do you see relationships as fundamental to your work with children, families, and the wider community?**
  - **Do you have a keen interest in developing your knowledge, skills and practice?**
  - **Do you want to be a part of an innovative and courageous team developing the UK's first secure school?**

We are offering an exciting opportunity for a teacher of English and Literacy to join the team in contributing to and delivering an outstanding curriculum at the UK's first secure school.

Oasis Restore represents a revolution in youth justice: an opportunity for children within the criminal justice system to experience a truly restorative environment, that creates the potential for them to thrive in the future. As a founding teacher, you will play a key role in designing and delivering a curriculum that provides nurturing, therapeutic and educational community that embeds hope, stability, and opportunity for children in our care. Come and develop your career within an organisation dedicated to transforming lives.

## The role and what we are looking for?

Your role as a teacher of English and Literacy will be integral to the progress of all children at Oasis Restore, to deliver aspirational educational outcomes. You will be responsible for outstanding teaching that develops curious and dedicated learners, keen to explore creative pursuits, and meets their individual needs and interests. You will have the opportunity to teach a second subject area, developing your own practice with the necessary support to deliver consistently outstanding teaching. You will launch and continuously contribute to a creative media curriculum underpinned by progressive pedagogies, in line with the national curriculum and a variety of formal qualifications, setting a true gold standard for learning.

You will be an integral part of a passionate, committed, and ground-breaking multidisciplinary team, working integratively towards improving the outcomes for children so often overlooked. Together, we will devise strategies to empower children to take ownership of their own learning journeys, so

preparing them for successful transitions into the next phase of their journey. You will teach class sizes of 5 children, with the support of two additional staff to tailor learning support to each student, in specially designed education buildings with brand new equipment technology and software.

As a champion of restorative practice, you will place relational connection at the heart of everything you do. Your work will be the driving force that enables children to transition out of Oasis Restore with the support in place for them to succeed in the next step of their journeys.

## Our Secure School

Oasis Restore is the UK's first secure school that is a proof-of-concept policy initiative funded by the Ministry of Justice (MoJ) and the Youth Custody Service. Oasis Restore's mission is to transform the life chances of children aged 12-18 years in the criminal justice system through delivering psychologically informed, integrated practice that centres on trusted, safe relationships between staff and children. Oasis Restore is a learning community with education at its core that embeds hope, stability, and opportunity for children beyond the secure school. To read more about us please visit our website [www.oasisrestore.org](http://www.oasisrestore.org).

## Benefits to Staff

As a newly established subsidiary of the Oasis Charitable Trust, you enjoy the benefit of being part of a national organisation that aims to support all staff to reach their full potential and a once in a lifetime opportunity to create, develop and grow a new collaborative and innovative values-based organisation.

- Class sizes of approximately 5 children, with 2 additional support staff.
- A minimum of 15% planning, preparation, and assessment time (PPA).
- Use of brand new, specially designed classrooms, studio spaces and an ICT suite with course-specific software.
- Reduced teacher workload, exams and at home marking expectation.
- A mixture of one to one and group reflective practise, coaching & supervision sessions as well as regular line management.
- Experience an Appraisal policy that decouples pay and performance.
- An elected staff forum to listen to, and act on, staff feedback.
- Access to a competitive defined benefit pension scheme (either the Teachers Pensions Scheme or Local Government Pension Scheme subject to individual scheme rules).
- 40 days annual leave including bank holidays.
- Subject to meeting basic eligibility criteria, be entitled to up to 8 weeks full-pay and 18 weeks half-pay paid maternity/adoption/shared parental leave (based broadly on the NHS Employers scheme).
- Subject to meeting basic eligibility criteria be entitled to up to 3 weeks fully paid paternity leave.
- Paid time off to attend antenatal appointments (those staff who are either pregnant or whose partner is pregnant)
- Have a structured and bespoke induction training plan plus a training offer bespoke to our context leading to know how to work with a therapeutic lens.
- Receive the same offer of sick leave pay (based broadly on the length of service in the national 'Green Book' framework) from Day 1 of employment.
- Up to 5 days discretionary paid compassionate/emergency/general leave plus further discretionary unpaid leave
- Up to 4 weeks paid parental bereavement leave plus up to 5 days paid bereavement leave for the death of other specified close relatives.
- Expenses and travel costs incurred as part of the working day (as appropriate, not including travel to work).
- Access to an eye care vouchers scheme, season Ticket Loans, a cycle to work scheme and free car parking.

- We offer a Westfield Health healthcare cash plan and a wide range of employee discounts as part of our commitment to staff wellbeing.

## What are you waiting for? Apply today

Make sure you download the Application Pack and fill out our application form along with the Equal opportunities form\* and submit both documents to [recruitment@oasisrestore.org](mailto:recruitment@oasisrestore.org) before the below deadline.

*Please note, while we welcome all passionate education staff to apply for our teaching roles, under government guidance, we will not be able offer statutory induction for Early Career Teachers (ECT). If you are unsure whether you have the teaching experience required, please don't be put off from applying and get in touch for an informal discussion.*

Please email us at [recruitment@oasisrestore.org](mailto:recruitment@oasisrestore.org) to arrange a confidential phone call.

**Interview Dates:** Thursday 21<sup>st</sup> May 2026 and Tuesday 26<sup>th</sup> May 2026

**(We will shortlist as suitable applications arrive, apply today!)**

**If you have not been invited to attend interview by 5pm on Tuesday 19<sup>th</sup> May 2026, you should assume that your application has not been successful. Unfortunately, we will not be able to provide feedback on your application at this stage.**

### **Safeguarding and Pre-Employment Checks**

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks including references and right to work checks. It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children.

This post is also covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

### **Equality, Diversity, and Inclusion**

At Oasis Restore we recognise that our team is strengthened by the knowledge, experience and insights people from a wide range of backgrounds can bring. These beliefs and values are underpinned by decades of work and experience that Oasis has had in a wide range of sectors including education, housing and youth-work supported further by a wide range of independent research and studies elsewhere which evidence that creating teams with diverse experience and perspectives, and encouraging healthy debate, reduces the risk of 'blind spots' that often form barriers to success.

Oasis Restore aim is to attract and retain the very best diverse talent and role models to help create an innovative, caring and extraordinary working environment for our staff, that enables us to deliver exceptional, caring and psychologically informed learning experience for our students. We would therefore like to encourage applications from people with varied skillsets, life experiences, and from different backgrounds and sectors to help shape Oasis Restore. If you can demonstrate some of the criteria and believe you have what it takes, then we'd love to hear from you.

Given the nature of our work we also welcome applications from candidates with the following lived experience:

- Experience of working successfully with people who have multiple and complex needs.

- Personal experience of the criminal justice system or lived experience of the issues facing this client group (i.e. involved in gangs or knife crime).
- Knowledge of the issues facing this client group, such as gangs, knife crime, social exclusion and isolation, child criminal exploitation, adverse childhood experiences and trauma.
- Ability to actively listen and motivate young people.
- Ability to be a positive role model, demonstrating the virtues of a crime-free life to young people.

We're also very happy to answer any questions you may have so please don't hesitate to get in touch at [recruitment@oasisrestore.org](mailto:recruitment@oasisrestore.org).

*\*The Equal Opportunities Form will not be shared with anyone involved in processing your application. Please complete this as part of the application process. Please note that if you have a disability and you require this form or submitting the information with regard to this form in another format, such as in larger print, please contact the People Services team.*

