



**#WatermeadWay**

# Early Years Teacher

## Application Pack





## Exceptional Education at the Heart of the Community

Dear Applicant,

Thank you for your interest in applying for the post of Early Years Teacher at Oasis Academy Watermead. I hope that you find the information provided helpful and welcome any further questions throughout your application process. It is an exciting time to be joining Oasis Academy Watermead as we expand our team.

As a Teacher of Early Years, you will play an important role in ensuring there is clarity in progression for all children in one of our reception classes, allowing all our Children to make outstanding progress leading to exceptional outcomes. We are looking to recruit a teacher with a passion for Early Years and a firm belief that all children can achieve anything if they put their mind to it.

It is an exciting time to be joining Oasis Community Learning as we are seeing our efforts coming to life. We have achieved sustained improvement with over 81% of our Academes achieving Good or Outstanding. We improve at a faster rate than the national average transforming lives and learning. Over 90% of parents whose child attend an Oasis Academy believes that their child is happy, well-taught and learning. In this pack, you will find information on both Oasis Academy Watermead and Oasis Community Learning as a multi-academy trust.

I have also included a job description outlining expectations and duties for the role along with a person specification you can use to match your experience and suitability against.

Visits to the Academy are strongly encouraged as you will be able to meet with Senior Leaders from Oasis Academy Watermead and get a feel for the academy and all we stand for. Please do get in touch with the Academy on 0114 2016800 if you would like more information.

If you wish to apply for the position with us, please complete all sections of the Application Form, which can be found on our website [www.oclcareers.org](http://www.oclcareers.org) including the Equal Opportunities form.

Following the closing date, shortlisting will take place and applicants will be contacted.

If you are invited to interview, we will provide further details nearer the time. Thank you again for your interest in joining the Oasis family, and we hope to hear from you soon.

Yours sincerely,

Nichola Smith

Principal,

Oasis Academy Watermead

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## Oasis Community Learning

Thank you for your interest in joining the Oasis Community Learning (OCL) family. We are looking for talented teachers 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 OCL 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; each student in Oasis will receive an iPad to use at school or at home. 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 52 academies: 31 primary, 18 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 80% 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 children and the local community through its Hub strategy.

## Our offer to you...

### **Clear career progression opportunities**

As a large trust, we are able to provide clear career progression opportunities from NQT, through to middle leader, senior leader, Principal and Regional Director roles. In partnership with external providers, we provide accredited and bespoke training programmes including the NPQML, NPQSL and the NPQH. We also work closely with the Ambition Institute to deliver high quality CPD in pedagogy, behaviour management and curriculum development.



### **Curriculum development and reduced workload**

Our NLPs and National Curriculum Leads have worked hard to create the Oasis Curriculum; a comprehensive set of lesson plans and materials for all subjects currently taught at secondary phase. By the end of 2020 we plan to have our primary curriculum ready too. Your time as a teacher is valuable, and we hope that this will support you with managing your workload and work-life balance.

### **Trust-wide opportunities for you to make a difference**

There are a wide range of opportunities for teachers to support and play a key role in trust wide initiatives. This can be through: Pioneering new systems and approaches, based on current educational research – being at the cutting edge of educational thinking and development.

Transferring between academies to support academy improvement or to gain additional experience in preparation for promotion. Leading a Regional Improvement Network for your subject or year group.

Becoming one of our NLPs or National Curriculum Leads.

Joining strategy groups to develop best practice (e.g. Assessment, SEND, Early Years, Equality and Diversity, Safeguarding). Becoming a middle and/or senior leader in our Trust.

### **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.

### **National Lead Practitioners (NLPs)**

NLPs are highly effective teachers who are released from their own academy for 1.5 days a week to design curriculum and promote best practice in academies across the trust. As part of Oasis you will have the opportunity to become an NLP.

### **Regional Improvement Networks (RINs)**

Networks exist to share effective practice, moderate students' work, raise standards, collaborate, undertake training, reduce workload, and give opportunities for leadership.

**Assessment:** Our NLPs have developed year group assessments in secondary and through a unified approach to exam boards we are able to work together to promote highly effective teaching strategies to secure the best outcomes for our students. For primary we have whole phase assessment systems to track achievement in every cohort in each academy.

**Best Practice Directory:** Through our intranet we have numerous strands of best practice that academies can access.

**Oasis Teaching School:** We have a Teaching School based at Oasis Academy Limeside in Oldham, Manchester, which acts as a source of best practice CPD.

**Conferences:** We hold CPD conferences across the UK to share best practice and pedagogy - regionally and nationally. These are enhanced through support from our NLPs.

More information about our NLPs and best practice is available in our Video Gallery on our [website](#).

## Our Curriculum

In line with the Oasis Education Charter, the curriculum is the heart of our academy's educational provision. Through this and our commitment to an exceptional climate for learning and great pedagogy, we make learning the foundation of every lesson. We have designed our curriculum to meet the needs of all, striving for personal as well as academic and vocational excellence. 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 children to be the best version of themselves, today and in their futures. Our curriculum is highly effective. In order to ensure that all our children receive the best, broad and exciting lessons and to make teachers' workload manageable, we have designed the Oasis Curriculum for all primary subject areas. Led by our National Curriculum Leads, so that children from age 3 to 11 have the very best possible curriculum entitlement.

## Oasis ethos

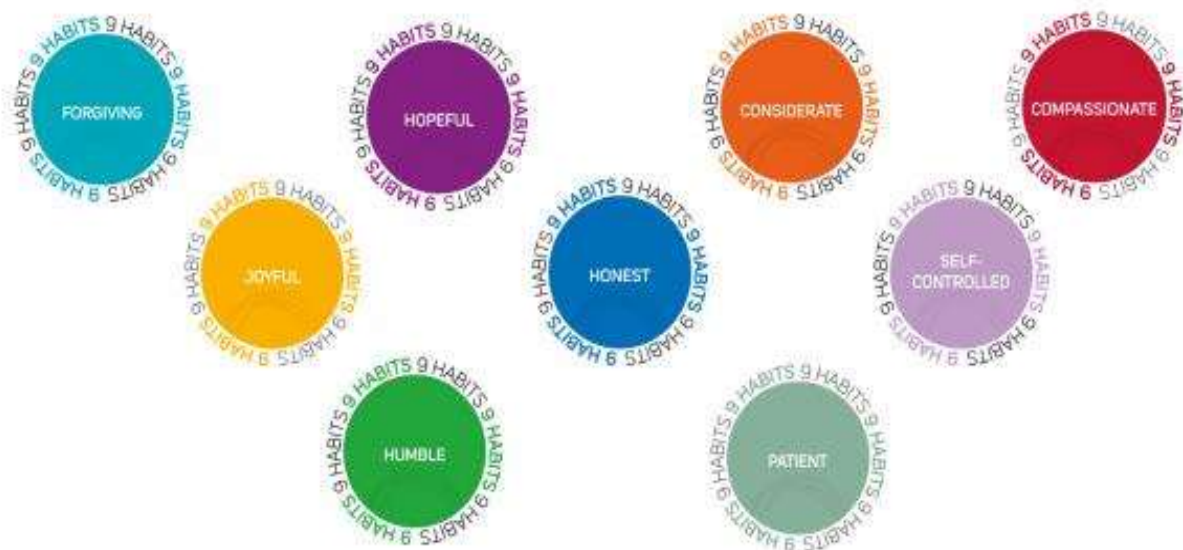
Our ethos is a part of everything we do. We are looking for people who not only share in our vision but are champions of our ethos and 9 Habits.

## 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.



## About Oasis Academy Watermead

At our Academy our mission is simple, to provide all children with an exceptional education which is at the heart of our community.

Within the Academy, we celebrate diversity and relentlessly focus on the attainment of all of our children. We achieve this by having high expectations of behaviour, through focused routines, an unwavering focus on outcomes and by offering the very best teaching and support.

At Oasis Academy Watermead children learn, behave and are well mannered. Our Academy is values driven and from the moment children join our academy family we expect them to live our values. In our academic culture children are focused on working hard and endeavour to do well, striving to be the very best version of themselves.

**Oasis Academy Watermead is a happy place where learning is fun and exciting. We want our children to sparkle and shine in all that they do. Their enthusiasm and joy in discovering new things will become infectious across our learning community and beyond.**

At Oasis Academy Watermead we aim to live out the Oasis ethos and vision in all that we do both within our place of work but also in our daily lives. We genuinely care about each and every person and want our children to sparkle and shine in all that they do. Their enthusiasm and joy in discovering new things has already become infectious across our learning community and beyond.

Our team are passionate about achieving the very best for every child. We are delighted to be an outstanding school where inspirational teaching and learning is our promise to you. Children, their families and our community are invited to be part of celebrating each moment of our journey alongside us, so we can together feel proud of all that can be achieved.

We are a multi-cultural school, dedicated to inclusivity and equality. As a school of sanctuary we provide a nurturing, safe learning environment for everyone, and aim to support each and every child to reach their potential through their whole education.



## At Oasis Academy Watermead ...

We are creating a thriving Academy that is at the heart of our community, committed to developing successful learners for the future, through delivering outstanding outcomes for all. Through this we will ensure that our learners' leave us prepared to have a successful future.

We will aim to create an exciting, secure and happy environment, which provides opportunities for nurturing personal growth and fostering the development of enquiring minds.

Our Academy is a happy and vibrant place where expectations are high, everyone is valued and encouraged to be their very best. Our staff are passionate about achieving the very best for every child and we are committed to becoming an outstanding academy with inspirational teaching and learning an expectation. Children, their families and our community play a large part as we celebrate each moment of our journey, so together we can feel proud of all that we achieve.

## Our Values

- Respectful – We respect our similarities and our differences and always behave in a respectful way
- Resilient - We are resilient by always giving 100% and not giving up when things become tricky
- Reflective – We are reflective, learning from both our successes and mistakes

## Our Beliefs

- Every Child - All children can be successful, regardless of their background
- No Excuses - Adults, Teachers and other Academy staff, parents and carers are responsible for ensuring children achieve their potential
- High Expectations - Children, Staff, Schools and Communities will live up to the expectations placed upon them
- Lead Learning - The most important things that happen in a school happen in classrooms
- No Islands - When great Schools, Staff and Children work together, anything is possible

## Job Description – EYFS Leader

**POST:** Early Years Teacher

**GRADE:** MPS/UPS

**RESPONSIBLE TO:** Principal, ALT and EYFS Lead

**RESPONSIBLE FOR:** A team of EYFS teaching staff

**WORKING PATTERN:** Full-time and as described in the Teachers' Pay and Conditions document.

**KEY RELATIONSHIPS:** Academy Leadership Team; relevant teaching and support staff; LA representatives; external agencies; parents.

**DISCLOSURE:** Enhanced

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The responsibilities of the post are to be performed in accordance with the provisions of the most up to date edition of the Academy Teachers' Pay and Conditions document and within the range of teachers' duties set out in that document.

### **Job Purpose**

- To carry out professional duties and to have responsibility for an assigned class.
- To be responsible for the day-to-day work and management of the class and the safety and welfare of the pupils, during on-site and off-site activities.
- To promote the aims and objectives of the academy and maintain its philosophy of education.

### **Main duties and responsibilities**

- To create and manage a caring, supportive, purposeful and stimulating environment which is conducive to children's learning.
- To plan and prepare lessons in order to deliver the EYFS Curriculum and bespoke academy curriculum, ensuring breadth and balance in all subjects.
- To plan and deliver a creative, responsive and appropriate curriculum for the profile of learners in your class
- To identify clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.
- To strongly develop basic skills in Language and Mathematics, ensuring good progress
- To maintain good order and discipline among the pupils, safeguarding their health and safety.
- To organise and manage groups or individual pupils ensuring differentiation of learning needs, reflecting all abilities.
- To provide high quality play and experiential learning.
- To develop a high quality environment both indoors and outdoors.



- To plan opportunities to develop the social, emotional and cultural aspects of pupils' learning.
- To support inwardly mobile pupils through baseline assessment, knowledge of pupil records and appropriate pastoral and teaching support
- To maintain a regular system of monitoring, assessment, record-keeping and reporting of children's progress.
- To prepare appropriate records for the transfer of pupils.
- To ensure effective use of support staff within the classroom, including parent helpers.
- To participate in staff meetings as required. Contribute to the development and co-ordination of a particular area of the curriculum.
- To be part of a whole academy team, actively involved in decision-making on the preparation and development of policies and programmes of study, teaching materials, resources, methods of teaching and pastoral arrangements.
- To ensure that academy policies are reflected in daily practice.
- To communicate and consult with parents over all aspects of their children's education – academic, social and emotional.
- To liaise with outside agencies when appropriate eg. Educational Psychologist.
- To meet individual needs of all groups of pupils.
- To continue professional development, maintaining a portfolio of training undertaken.
- To meet with parents and appropriate agencies, to contribute positively to the education of the children concerned.
- To support the Principal and Vice Principal in promoting the ethos of the academy.
- To promote the welfare of children and to support the academy in safeguarding children through relevant policies and procedures.
- To promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- To recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the Academy's Health and Safety policy and any academy-specific procedures / rules that apply to this role.

#### Other:

- Safeguard the health and safety of self and others in accordance with the academy's Health and Safety Policy
- Undertake decision making and policy development across the academy.
- Maintain lines of communication with the leadership team
- Promote good behaviour around the academy and support colleagues in promoting good behaviour.
- Show a commitment to work outside directed time when required.
- It is also the duty of the class teacher to develop personally and professionally through reflection on own practice and private study, keeping abreast of new initiatives.
- Participation in appropriate in-service programme.
- Any other duties deemed suitable by the Principal.

## Person Specification: EYFS Class Teacher

Attributes	Requirement	
	Essential	Desirable
Qualifications and Experience	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• A degree or equivalent qualification</li> <li>• GCSE Maths and English</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of in-service professional development</li> </ul>
Knowledge (Knowledge, abilities, skills, experience)	<ul style="list-style-type: none"> <li>• A thorough up to date knowledge of the range of teaching, learning and behaviour management strategies and how to implement them effectively.</li> <li>• A thorough understanding of the EYFS curriculum including a range of assessment requirements and arrangements.</li> <li>• A sound understanding of the use of observations and learning journals.</li> <li>• The ability to blend both child initiated and adult directed learning.</li> <li>• A thorough understanding of the use of play to promote learning.</li> <li>• A thorough understanding of the teaching of basic skills including phonics.</li> <li>• Know how to use local, national and statistics to evaluate the effectiveness of teaching.</li> <li>• Knowledge and understanding of the implications of equal opportunities, multicultural education and inclusion.</li> <li>• Knowledge of using a range of devices to create a cohesive and appropriate digital curriculum</li> <li>• Knowledge and understanding of the potential of digital learning and computer programming to enhance the curriculum.</li> <li>• Know the legal requirements, national policy and guidance on the safeguarding of children.</li> </ul>	<ul style="list-style-type: none"> <li>• Thorough knowledge and understanding of the National Curriculum and EYFS Curriculum</li> <li>• Thorough understanding of pedagogy and child development</li> </ul>

	<ul style="list-style-type: none"> <li>• Experience of working with children from disadvantaged backgrounds</li> </ul>	
Skills and Abilities	<ul style="list-style-type: none"> <li>• Ability to prepare, plan and assess effectively.</li> <li>• Good organisational skills</li> <li>• Ability to prioritise and management time effectively.</li> <li>• Ability to work as part of a team</li> <li>• Ability to forge positive and constructive links and relationships with the local community</li> </ul>	
Work-related Personal Requirements	<ul style="list-style-type: none"> <li>• Suitability to work with children.</li> </ul>	