



Oasis Academies Senior Leadership Recruitment



Welcome to Oasis

Thank you for your interest in joining the Oasis family. We're delighted to connect with passionate, talented individuals who share our vision and values.

At Oasis, we believe that every young person; regardless of their starting point deserves the opportunity to reach their full potential. Our aim is for every student to leave our academies equipped for an aspirational and fulfilled, future. Our vision is simple yet powerful: to build strong communities where everyone belongs, contributes, and achieves their God given potential. We bring this to life through a holistic and inclusive model of education that drives transformation, personally, socially, spiritually, and environmentally. We believe education is the most powerful tool for building strong, just communities.

Guided by our Oasis 2030 Education Strategy, we are committed to delivering exceptional education at the heart of every community. Every student wherever they are and whatever their background deserves the chance to belong, grow, and flourish. Our people are our greatest asset and the driving force behind our mission. Could you be the one to help us make a lasting difference? We hope this brochure provides everything you need. If you have any questions, please don't hesitate to contact the academy you're applying to, we'd love to hear from you.



Who are we?

Oasis envisions communities where everyone is included, able to contribute, and supported to reach their full, God given potential.

About Oasis

For nearly 40 years, Oasis has been working nationally and in local neighbourhoods to build stronger, more inclusive communities. We have pioneered work across housing, education, youth provision, health, church, and community services always with a focus on opportunity, participation, and social change.

Today, we operate in 52 neighbourhoods across the UK, partnering with local people to drive initiatives that reflect the strengths, needs, and aspirations of their communities. We believe in the power of friendship, belonging, and cohesion, and we work to overcome the barriers that limit too many families and individuals.

Our work is rooted in local neighbourhoods where we make our values tangible, running schools, housing projects, community hubs, youth services, and family support programmes. Oasis is made up of thousands of people: children and young people, adults, families, volunteers, and staff all working together toward stronger communities.

We are also committed to innovating where existing systems fall short. This includes developing new therapeutic approaches to reduce youth violence, homelessness, human trafficking, and school exclusion.

Our Local Neighbourhood Model

In each neighbourhood, we work through Oasis hubs: integrated community hubs shaped by local people and designed to meet the full breadth of human need. Alongside schools and churches, hubs offer a wide range of support including debt advice, job clubs, football teams, social supermarkets, counselling, youth clubs, community drop ins, and more.

We work in a holistic, joined up way because we know that isolated or fragmented services rarely create lasting change. High quality, trauma informed care and an ambitious education offer underpin our multi disciplinary approach—serving over 60,000 children, young adults, and families.

About Our Academies

High quality education is central to our neighbourhood model. Over the past 19 years, Oasis Community Learning (our multi-academy trust) has grown into one of the largest in the UK, with 56 primary, secondary, and all through academies supporting more than 30,000 children and families. Three quarters of our academies are located in the most socio-economically deprived 25% of UK communities.

When we began, only around 30% of the schools joining us were rated Good or Outstanding by Ofsted; today that figure has risen to 87%. We are narrowing the disadvantage gap, and our disadvantaged students are outperforming their peers nationally.

Our academies combine excellent teaching and learning with character development (through the Oasis 9 Habits programme) and deep community engagement. We know that great schools thrive in great communities, so we align school improvement with community development to tackle the root causes of disadvantage.



Our Culture & Ethos

At Oasis, our culture is shaped through the everyday actions of our people. Grounded in our Ethos and the Oasis 9 Habits, it influences how we lead, how we teach, and how we serve our communities.

We are committed to ensuring that our culture is consistently lived, not just stated, across every part of Oasis. As we move into the next phase of our journey, we will make our culture even more visible, practical, and embedded. The 9 Habits will be central to how we induct, develop, and recognise our staff, and to how we lead our schools. We will continue to close the gap between intention and practice by building meaningful reflection into our systems and celebrating the children and colleagues who bring our culture to life each day.

While Oasis today looks very different from the organisation that began 40 years ago, the values that underpin all our work across housing, youth justice, education, community development, and anti trafficking remain constant. These values continue to guide our growth and strengthen our impact.

Our ethos is founded on a deep belief that every human being is uniquely valuable, equally important, and capable of contributing to the world. We recognise that we all have something to offer, and that we all rely on one another.

Our ethos shapes every aspect of our work. It guides our decisions, our relationships, and our practice across the organisation. At its heart are our five core ethos values.

Our Values

- A passion to include everyone
- A desire to treat people equally, respecting differences
- A commitment to healthy, 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

We seek team members who not only share our vision but actively champion, model, and embody our Ethos in their work.

The Oasis 9 Habits

Our Ethos is further expressed through the Oasis 9 Habits; character qualities that shape how we live and lead. These habits encourage us to be:



Together, our Ethos and the Oasis 9 Habits underpin our commitment to “*exceptional education at the heart of the community*”.

Our Curriculum: Character, Competence & Community

A Curriculum That Inspires

Our curriculum has been praised by Ofsted as “broad and ambitious.” It offers educators the opportunity to shape national delivery, contribute to innovation, and support a healthy work-life balance through shared resources and collaborative planning.

The Oasis Entitlement

At Oasis our curriculum is the heartbeat of every academy. It’s the foundation of great learning, shaped by years of collaboration with National Lead Practitioners and educational experts. Designed to meet the needs of every student, our curriculum strives for personal, academic, and vocational excellence.

The Three Golden Threads

Our curriculum is built around three core principles:

Character – We believe character development must be intentional. That’s why it’s woven explicitly into our curriculum. We prepare students to become the best version of themselves—today and for their future.

Competence – Every young person deserves the skills, knowledge, and confidence to shape their own life path. Our curriculum equips students to thrive in learning and beyond.

Community – Each Oasis academy is deeply connected in its local Oasis hub. Students are empowered to contribute to their communities, where inclusion, purpose, and potential are celebrated. Regular engagement with community activities helps build a sense of belonging and service.

The Oasis Entitlement

The Oasis Entitlement ensures that every child receives a rich, inclusive, and empowering education; one that prepares them not just for exams, but for life. Every student, in every Oasis academy, benefits from a guaranteed set of enriching experiences designed to broaden horizons and nurture the whole child.

These include:

- Becoming a fluent reader through targeted reading strategies
- Access to high-quality online learning
- Support for mental health and wellbeing
- Opportunities to be a student leader or mentor
- Participation in school productions
- Joining a school team
- Learning to play a musical instrument
- Active involvement in local Hub projects
- Attending a residential trip
- Visiting the theatre, an art gallery, and a museum
- Exploring universities and workplaces

Horizons

Empowering Every Student with Digital Learning

We believe every child deserves equal access to high-quality education. That's why, through our Oasis Horizons initiative, every student receives their own iPad for the duration of their time with us, available for use both at school and at home.

Learning Without Limits

Each iPad is equipped with a suite of educational apps that support:

- Interactive lessons
- Class quizzes and assessments
- Collaborative projects and teamwork
- Independent exploration and creativity

These devices help students build digital fluency and prepare for a future shaped by technology.

Supporting Our Teachers

Oasis Horizons isn't just for students; it's a powerful tool for teachers too. Staff receive full training and ongoing CPD to make the most of their iPads in:

- Lesson planning and delivery
- Marking and feedback
- Classroom management
- Work-life balance and efficiency



Joining the Oasis family

Leadership with Meaning and Impact

At Oasis, leadership is rooted in moral purpose and a deep commitment to social transformation. When you join us, you step into a trust that is relentless in its pursuit of breaking barriers, championing equality, and nurturing the whole child. As a senior leader, your influence shapes every layer of academy life; from culture, climate, and curriculum design to staff development, inclusion practices, and strategic community partnerships.

You will work closely with our network of Oasis Hubs, which sit at the heart of the communities we serve. These hubs bring together education, youth services, family support, and local initiatives, enabling our academies to offer far-reaching support that extends well beyond the school gates. Through this integrated, community-centred approach, your leadership helps drive genuine, sustained change—supporting families, improving life chances, and strengthening the wider community.

A Purpose-Driven Environment

Oasis is a movement, not just a trust. We are united by a belief in the power of strong relationships, transformational leadership, and unwavering inclusion. As a senior leader, you play a vital role in modelling our ethos: placing people first, creating environments where every child feels safe, valued, and able to thrive, and ensuring that all staff are nurtured, developed, and empowered.

This is a place where your strategic vision, your values, and your leadership presence matter. Here, you don't simply manage an academy; you shape futures, influence community regeneration, and contribute to a national organisation with a global outlook. The work is purposeful, the impact is tangible, and your contribution becomes part of something bigger: a long-term movement for hope, excellence, and social change.

Collaborative Culture

Collaboration sits at the heart of every Oasis academy. As a senior leader, you join a team where collective responsibility drives continuous improvement, and where innovation, reflective practice, and shared learning are embedded in daily life. You will help nurture a culture where colleagues feel valued, trusted, and empowered to excel; ensuring that staff cohesion, mutual respect, and a shared commitment to exceptional outcomes guide everything we do.



In short, joining Oasis means embracing a role that's as much about heart as it is about skill.

It's a place where your passion for education meets a commitment to social change.

Our offer to you

When you join Oasis, you're not just taking a job, you're joining a movement. We're committed to transforming lives and communities through education, inclusion, and opportunity.

Joining Oasis means accessing a range of benefits that make us an employer of choice. Our Principals are trusted to lead with autonomy while drawing on the strength, expertise and collaboration of a wider family of academies across the region and the nation. We are committed to creating meaningful leadership and development opportunities, shaped by the Oasis story, our ethos and the 9 Habits. Through this, we support our leaders to deepen their skills, knowledge, self-awareness and impact; enabling them to lead teams effectively, manage themselves well, influence others positively and achieve ambitious goals.

The Monitoring and Evaluation team (MET)

The Oasis Monitoring and Evaluation Team (MET) is made up of highly experienced school leaders, including current and former Ofsted inspectors and HMIs. They work closely with our academy principals, providing expert guidance and collaborative support to identify strategic next steps for improvement.

As a senior leader, you'll benefit from their deep expertise and constructive advice, partnering with the MET to drive school improvement and uphold the highest standards across your academy.

Support and Collaboration Across the Oasis Family

As part of the Oasis family of academies, you'll benefit from a rich network of support and challenge from peers and professionals across the trust:

- **Directors** - Senior leaders receive guidance and leadership from Service, Regional, and National Directors, who provide localised governance delegated by the CEO and COO.
- **National Lead Practitioners (NLPs)** - These outstanding teachers dedicate 1.5 days per week to designing curriculum and promoting best practice across Oasis academies.
- **Regional Improvement Networks (RINs)** - These collaborative networks share effective practice, moderate student work, raise standards, deliver training, reduce workload, and create leadership opportunities.
- **Assessment** - NLPs have developed robust year-group assessments for secondary academies. Through a unified approach to exam boards, we promote effective teaching strategies that drive strong student outcomes. In primary, whole-phase assessment systems track achievement across every cohort.
- **Conferences** - We host regular regional and national CPD conferences to share best practice and pedagogy, enriched by contributions from NLPs and Regional Directors.
- **Regional and National Services** - Academy leaders are supported by a dedicated team, including the RD's Executive Assistant, Property & Estates, People Directorate Business Partners, IT support, regional Finance teams, and Communications specialists.

Our Staff Benefits

All our education staff gain access to our Reward Gateway SmartHub — an easy-to-use platform that brings together exclusive shopping discounts, wellbeing tools, and recognition opportunities to help you feel valued and supported in your role.

Exclusive Shopping Discounts

Reward Gateway provides access to a wide range of savings across well known brands and retailers, including:

- Instant e gift cards
- Discounts on products, services, and experiences
- Market price rewards with no mark ups

Reward & Recognition Programme

You'll be part of our strong recognition culture, where achievements and contributions are regularly celebrated. Through Reward Gateway you can enjoy:

- Peer to peer eCards
- Manager recognition
- Instant awards and scheduled rewards (birthdays, milestones, long service)

Wellbeing & Support

MYNDUP

We care deeply about the wellbeing of our staff. Your wellbeing is our priority. Reward Gateway also includes a variety of wellbeing focused offers, such as:

- Discounts on fitness, lifestyle, and wellbeing products
- Access to experiences that support mental health and work-life balance
- Confidential access to qualified coaches, counsellors and therapists

Additional Staff Benefits

You'll also have access to a range of further benefits, including:

- Cycle to Work scheme
- Dental Insurance
- Hybrid Car scheme
- HealthShield healthcare cash plan
- Tickets for Teachers



Contact Us

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For updates on our academies follow us on:

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 Oasis