OASISUK.ORG

Oasis Academies Teaching Assistant 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

Becoming a Teaching Assistant is a deeply rewarding career that allows you to make a meaningful impact on students' lives while gaining valuable experience in education. It's an ideal path for those who love working with children, thrive in collaborative environments, and are eager to grow professionally.

At Oasis Community Learning, this role takes on even greater purpose. You'll be part of a supportive, mission-driven team that truly values your contribution to student success. Working in vibrant, well-resourced classrooms, you'll collaborate closely with passionate teachers and help shape the learning journey for every child making a difference where it matters most.

Why become a Teaching Assistant at Oasis?

- **Supportive Staff Culture** – Work alongside welcoming, forward-thinking teachers who value your input and collaboration.
- **Empowered to Make an Impact** – Build strong relationships with students, use your initiative, and contribute meaningfully to their progress.
- **Professional Development** – Benefit from a high-quality induction and ongoing opportunities to learn from colleagues and share best practices.
- **Respectful, Engaged Students** – Our students are well-behaved, eager to learn, and appreciative of the support you provide.
- **Vibrant Learning Spaces** – Enjoy colourful, well-maintained classrooms with strong resource provision to support your work.
- **Realistic Workload** – Your responsibilities are aligned with your contracted hours, ensuring a healthy work-life balance

In short, being an Oasis teaching assistant 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

” We work together so that students can make the most effective progress possible. “

Our classrooms, teachers and students

At Oasis, our classrooms, teachers, and students embody the heart of our vision. We work together as a united family, upholding the Oasis ethos and striving toward a shared goal: empowering every student to thrive.

- A comprehensive, high-quality induction process
- Teachers who are welcoming, forward-thinking, supportive, and equipped with current teaching strategies
- Teachers who value and actively collaborate with Teaching Assistants to deliver targeted support
- Opportunities for Teaching Assistants to take initiative and build meaningful relationships with students
- A culture of shared learning among Teaching Assistants, where effective strategies are exchanged and celebrated
- Opportunities to apply and develop your unique skills within the academy
- A realistic workload aligned with your contracted hours

We offer

- **Competitive salary**
- **Local Government Pension Scheme** - Your Pension Benefits form a valuable part of your benefits package. They include generous employer contributions, a guaranteed pension based on service and salary and not linked to investment risk.
- **Generous Holiday Allowance** - Teaching Assistants work term-time only, meaning you’ll enjoy school holidays off to rest and recharge.
- **Flexible Working** - many of our academies offer flexible working arrangements. Please speak with your chosen academy to explore available options.

CPD for Teaching Assistants

At Oasis, our vision is of a thriving community where everyone belongs, contributes, and reaches their God-given potential. Our L&D offer is designed to inspire, equip, and strengthen. Through pioneering digital learning, bespoke leadership development, and accessible pathways for growth, we provide opportunities that build character, deepen competence, and enable agency for all.

We offer well-structured, needs-based training tailored to the role of Teaching Assistants in each academy, ensuring your development is purposeful and relevant.

- **Apprenticeships** We offer various educational support learning programmes ranging from Level 2 Play Worker up to Level 7 Play Therapist.
- **Regional Improvement Networks (RINs)** These networks unite colleagues to share best practice, raise standards, and support training. They offer leadership opportunities, reduce workload, and promote consistency across the trust.
- **Regional and National Conferences** Our annual UK-wide CPD conferences celebrate best practice and offer inspiration, networking, and actionable strategies.
- **Staff Networks** As a valued team member, you can join or lead staff networks like Equality, Diversity & Inclusion or LGBTQ+ Allies; fostering belonging and shaping an inclusive Oasis culture.

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

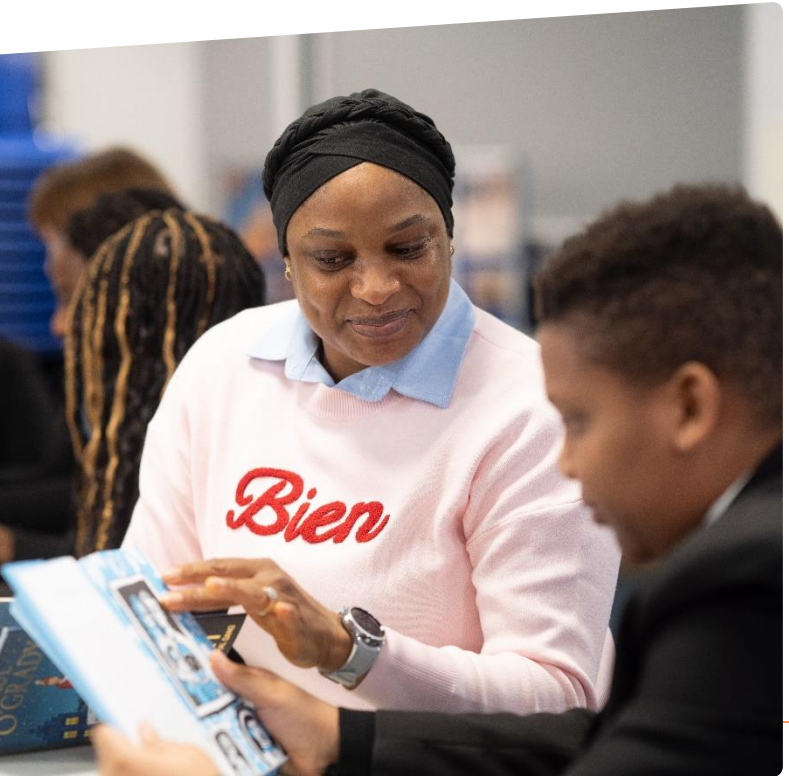
Reward Gateway provides access to a wide range of savings across well known brands and retailers, including:

- 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

OASISUK.ORG

Contact Us

W: oasiscommunitylearning.org
T: 020 7921 4200

For updates on our academies follow us on:

@OasisAcademies
/OasisCommunityLearning

Oasis