



Exceptional Education at the Heart of the Community

About Oasis

Welcome to Oasis South Coast



Oasis Community Learning (OCL) is one of the largest Multi-Academy Trusts in England.

OCL was established in 2004 with a vision to create 'Exceptional Education at the Heart of the Community', and have since grown into a family of 52 academies, currently serving over 28,000 young people in 39 communities; 49% of whom are from disadvantaged backgrounds and 31% speak English as an additional language.

We are determined to raise the educational bar for all our students and to close the educational gap that exists between disadvantaged students and their more privileged counterparts.

Being part of OCL means joining a genuinely supportive family of academies with many benefits including:

- Regional Improvement Networks sharing best practice and moderation
- School-to-school support
- National Monitoring and Standards Team providing challenge and support
- Career progression - within academies and across the group
- Flexibility to deploy staff
- Local and national strategic governance
- Regional and national conference programmes celebrating and sharing learning, pedagogy and best practice
- Online, up to date, National Policy Framework
- Collaboration with our local teaching schools
- Shared solutions to enhance sustainability
- Specialist national services provide support, enabling academies to focus on teaching and learning
- Economies of scale through our regional and clustered academy model

To find out more about Oasis Community Learning visit:

www.oasiscommunitylearning.org

Everything with Oasis Community Learning starts and ends with our Ethos!

Our family of academies are in five main regions of England, providing either primary, secondary, all-through education or special education.

We believe in community and aspire to build a community hub within which each academy or family of academies. Our Hub teams facilitate access to a range of services such as adult learning schemes, healthy living advice and activities, sports facilities and out-of-hours youth activities.

We are committed to a model of inclusion, equality, hope, healthy relationships, perseverance and compassion, and this permeates all aspects of the life and culture of each academy and the organisation as a whole.

Our strong ethos is integral to our educational provision. It is an expression of our character, a statement of who we are and therefore the lens through which we assess all that we do. Our values can be summarised in the following five statements:

- 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 be transformed
- A sense of perseverance to keep going for the long haul



Thank you for showing interest in becoming a colleague both within Oasis Community Learning and here on the South Coast. As someone who has not only worked in a variety of educational settings, but has managed to relocate my family to this area from the Midlands, I understand how important it is to gather a full picture of your prospective new place of work and the employers who you are joining.

Since arriving in April 2013 I have fast developed a love for Southampton and the surrounding area. We are fortunate to be a short ferry journey away from the Isle of Wight and close to the New Forest, with the beautiful beaches of Bournemouth to the West and Hayling Island to the East, whilst retaining excellent road, rail and air networks with the rest of the UK and further afield.

Within Oasis we have a deep commitment for the young people and communities we serve, and know that without great staff to support our ambitions the limitless potential of our aim to transform communities is greatly diminished.

With this in mind, the leaders in the South Coast Oasis academies have committed to ensuring that our staff receive the very best professional development and support.

Locally each academy provides an agreed minimum set of standards for colleagues, this includes;

- Two and half additional hours of teaching/contact free professional development per week. (This is extra to standard PPA time and nationally benchmarked teaching loads.)



- At least one collaborative staff training afternoon per half term, where the academies close at 1.30pm to enable teachers to come together to discuss pedagogy and plan together.
- Subject specific improvement networks for every subject regardless of size, creating a strong professional platform to improve practice.
- Full engagement with the Oasis NPQ programmes from ML to QH.
- Full collaboration with the Southampton education forum subject networks.
- Free access to AQA examination feedback and training resources as a result of our nationally brokered relationship with the exam board.
- Support from subject specific national lead practitioners and the annual opportunity to apply to become one.

The intake of all our academies is broadly in line with the national average and the capacity for change is significant. Our trust intentionally serves areas considered to have high deprivation characteristics and have a significantly higher than national average proportion of children who are classified as pupil premium. We do not see this as a barrier to achieving personal fulfilment and educational excellence and as such always seek to hear from like-minded colleagues who share our belief that your own personal start point should not define the rest of your life.

We are excited to hear from anyone who feels they could play a part in joining us as we deliver an exceptional education at the heart of the community.

We welcome applications from teachers and leaders who have a genuine commitment to transforming the lives of our young people and the community we serve.

Phil Humphreys
Regional Director
Oasis South Coast



Oasis Academy Lord's Hill

Oasis
Academy
Lord's Hill



We are a secondary academy in Southampton, which currently serves just under 700 young people aged between 11 and 16. We are proud to serve a vibrant and supportive community, with which we work closely in ensuring we achieve our academy vision of 'Excellence for all'. We are an increasingly popular and growing academy.

At Lord's Hill, our curriculum is deliberately ambitious. It is designed to provide our students with the knowledge and cultural capital they need to succeed in life. We see knowledge and skills as intertwined. In our curriculum, knowledge underpins the application of skills. We provide a broad and balanced curriculum offer. Whilst ensuring we actively encourage young people to take a full range of academic subjects, we also seek to develop the unique interests and talents of our students.

Our vision can only be fulfilled through excellent teaching. Our teachers are experts in their subject, our teachers present content clearly and in a way that is comprehensible to young minds. They plan lessons based on an understanding of prior knowledge and apply strategies which enlist active participation. The instruction given and activities set by teachers provide challenge for students, and enable learning through changes to long-term memory. Following periods of learning, teachers check what students have understood, and use this to provide highly effective feedback and reshape subsequent planning. Our staff manage behaviour expertly, which enables a safe environment and shared responsibility for learning.

We offer staff an exciting range of professional development opportunities. These vary from participation in local subject networks, to nationally accredited leadership qualifications such as the NPQML. Our commitment to CPDL was recently recognised in a review by the Teacher Development Trust. They found there is a very strong ethos and culture of professional learning at the academy where the Academy Leadership Team make CPDL a priority. The use of research and evidence to inform CPDL processes was recognised as a particular strength. We are lucky to enjoy several purposeful collaborative opportunities to work with our sister academies, Oasis Academy Mayfield and Oasis Academy Sholing. We are full participants in the pioneering Oasis Curriculum and Pedagogy projects. We also provide a rigorous programme of support for teachers in the initial phase of their careers, led by an experienced senior leader. Our internal INSET and CPDL programmes are carefully tailored to the needs of individual staff through a personal development plan.

This is an extremely exciting time for all of us at Lord's Hill. I look forward to welcoming you to the academy in the near future.

Rob Forder
Principal
Oasis Academy Lord's Hill



Oasis Academy Mayfield

Oasis
Academy
Mayfield



On behalf of all our students and staff, I would like to thank you for taking an interest in Oasis Academy Mayfield.

I am always excited to welcome future students and their families, or potential colleagues who share my enthusiasm for education and dedication to transforming the community we live in and serve.

Oasis Mayfield is a non-selective academy in the East of the city of Southampton with 900 students from ages 11-16. As part of Oasis Community Learning, our aim is to provide 'exceptional education at the heart of the community'.

We continuously strive to ensure this, and I am ambitious in my pursuit for Mayfield to become the exceptional school our community deserves.

In order to achieve this we have three simple priorities:

Leading happy and healthy lives

We believe that taking care of ourselves is the first step to helping those around us flourish. Our goal is to help the entire community to lead happy and healthy lives by prioritising the wellbeing of staff, students and the community.

Transforming lives and empowering communities

We believe we achieve more together than we can on our own. Our goal is to champion our local community. We endeavour to be outward facing to provide and receive support from other like-minded institutions.

Providing an exceptional educational experience

We believe that a curriculum should meet the needs of all, striving for personal as well as educational excellence. Our goal is to ensure access to high quality teaching and an aspirational curriculum that meets the needs of individuals.

We believe that all students are capable of making outstanding progress, whatever their starting point and firmly believe there are no barriers to achievement that cannot be overcome by a determined and resilient student and a strong and supportive school team. To support this aim we place a high value on personal development for our students and professional learning for all our staff.

Our curriculum is broad, we focus on mastering the core subjects whilst developing our students creative and physical talents. We are strongly committed to giving our students the widest variety of experiences both inside and outside of the classroom. There is a diverse and exciting extra-curricular programme which allows students to broaden their interests outside of the school day, this ranges from the Duke of Edinburgh Bronze Award to learning modern Greek!

I have worked at Mayfield since 2014 and was appointed as Principal in 2018, so I know what a truly amazing experience it is to be part of the Mayfield community. I am very proud of our school and, most importantly, of the students and staff with whom I have the pleasure of spending each day.

If you are interested in working as part of our team, please do not hesitate to get in touch.

I look forward to welcoming you to our academy.

Claire Taylor
Principal
Oasis Academy Mayfield



Oasis Academy Sholing



A knowledge rich curriculum



Welcome to Oasis Academy Sholing

We are recognised as a supportive community where new colleagues are welcomed from the start. It is important that when you are applying for teaching jobs you are confident that the school will suit you and most importantly that you will have job satisfaction. We take our responsibility seriously to provide a stable environment where you will receive a structured programme of support. As a newly qualified teacher you will receive the help and training you need throughout your development. We are rightly proud that we are recognised by University ITT as being first class in our provision.

Oasis Sholing is an inspiring place to work. We feel honoured to work in our academy where children want to learn and teachers can teach. We believe that our community is stimulating and rewarding with nearly 1000 students who value this positive teaching environment. Since joining the school in 2014 I have recognised that community and family is central; there really is a pride in our area and parents believe that exceptional education should, quite rightly, be a right for all.

We really are proud of Oasis Academy Sholing and believe that 'striving for excellence' is key for all students to achieve their personal best. We care for our students and staff and believe that high expectations should be the norm. The relationships between our students and staff are strong and we are recognised as a school which nurtures success.

Staff benefit from exciting personal development opportunities whether through our local subject networks, national programmes such as NPQML or University linked Masters programmes. We also work closely with our South Coast academies Mayfield and Lord's Hill in wider NQT programmes and subject events. We strongly believe that colleagues should be supported throughout their ambition in teaching, and as a result provide continual personal development either within the classroom or developing leadership potential.

You will join our academy contributing to our development with a £4.2 million build including new sporting facilities and planned modernisation of curriculum areas. We also offer access to our sporting facilities and sports centre as well as the opportunity to participate in our wide range of visits abroad, recent examples include Berlin, Barcelona and the South of France.

We can, and will, help you recognise that teaching creates an excitement and joy on the journey to success which is contagious. We challenge all to succeed, from our recent Oxbridge students, to our sporting cup wins, or national and international Maths and computing competitions.

I look forward to welcoming you to our academy in the near future.

Martin Brown
Principal
Oasis Academy Sholing



Across the South Coast we work to embed the three core OCL strategies that are supporting us achieve our vision of exceptional education at the heart of the community. Firstly, Behaviour and ensuring a harmonious climate for learning in all our academies. Secondly, Curriculum and finally our Pedagogy strategy ensuring all teaching are as good as the best. A belief that all teachers can continually grow and develop is central to this strategy area, as well as improving the work-life balance and well-being of our teachers. In line with Oasis' Education Charter, 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 focused 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. Through our curriculum we will achieve outcomes that drive social mobility and give everyone freedom of choice throughout their lives.

The Oasis ethos and 9 Habits are a foundation stone to the design and delivery of our curriculum. We know that the development of character doesn't happen by chance but by purpose and intention: it is therefore an explicit part of our curriculum. We therefore work hard at preparing our students to be the best version of themselves not just for today but for their futures too. We provide our students with information on careers and the world of work encouraging them to be aspirational and ambitious so that they can secure their dream job and enjoy fulfilling careers.

Our curriculum has been designed to ensure our young people thrive, achieve and flourish. It enables them to understand what it is to be human and equips them for life so that they become kind and model citizens. Our curriculum not only develops our young people academically but socially, emotionally, culturally, physically and spiritually.

Whilst our knowledge-rich curriculum is designed to ensure the very best academic outcomes for our young people using the latest research in how the brain and memory works, it is about so much more than simply securing great results. It is about our academy's determination to achieve excellence with equity and integrity: where we bring advantage to the disadvantaged, where barriers to learning are successfully overcome and there are no limits to the achievement and ambition of our most able.

Our knowledge-rich curriculum and our commitment to the Oasis ethos and Nine Habits is supported by our Trust's policies on Learning and Behaviour for Learning and the work of our National Lead Practitioners and Leads for Learning Innovation.

As part of Oasis our teaching staff receive full access to the Oasis curriculum resource. This includes mapped out lesson plans, hand-outs, assessment resources, modelled lessons to watch and support with confidence of delivery - all at the click of a button.

There is also a comprehensive CPD package throughout the year of specialist workshops, regional and national conferences. We aim to equip so that our teachers can succeed in not only in supporting our vision but their own career aspirations and learning goals. This rich professional development offer is supported by a team of National Lead Practitioners alongside a team of South Coast Regional Improvement networks that work collaboratively to improve practice.





**Kali Warwick – Associate Vice Principal
Regional Improvement Networks – Art and Design**

Having moved to Southampton twenty-three years ago from London, Kali has worked and taught Art in a number of secondary schools within the city. She is a practicing artist and passionate about teaching Art and Design at both KS3/4.

She has worked as a senior leader for over a decade and currently leads on teaching, learning and professional development at Oasis Academy Mayfield as Associate Vice Principal. She has supported and worked across the Oasis South Coast Academies working with the senior leaders at OAS and OALH to develop teaching and learning and sharing of best practice.

Kali's enthusiasm and passion to make a difference across the City has led her to working closely with Southampton Education Forum (SEF) for the past five years and chairing the Operations Group for the past two years. This has enabled her to work collaboratively with the deputies across Southampton secondary schools and colleges, with representatives from the universities, to lead a variety of professional development programmes.

Kali is passionate about staff development and working with teachers to ensure CPDL for all staff is bespoke and of high quality and that colleagues are provided with time and space to work collaboratively and develop their own practice. This has been strengthened with her work alongside Teacher Development Trust, as a TDT Associate she will be launching the first TDT South Coast Regional Hub in November 2019 at Oasis Mayfield.

**Ruth Beardshaw - Curriculum Leader of Modern Foreign Languages
Regional Improvement Networks – Art and Design**

I have been Curriculum Leader of Modern Foreign Languages at Oasis Academy Mayfield for 10 years. I have over 25 years experience of language teaching and have worked in a variety of settings from a language college in Southampton to an outstanding school near Cardiff. I have NPQML facilitator training from the National College and experience of leading and training aspiring leaders from Oasis schools. After obtaining a Master in Education from Sheffield University, I have constantly sought to improve teaching and learning and followed developments in language teaching closely.



**Selina Read – Head of Geography
Regional Improvement Network Geography**

Selina is an experienced teacher with 19 years of teaching Geography, 15 of these at Sholing. Originally joining Sholing as a girl's school, Selina has experienced the change to a mixed comprehensive and now more recently academy status. Initially, she was employed as a Head of Year gaining knowledge of pastoral roles, whilst leading a year group from Year 8 to Year 11.

However, after having her own two children she took on the role of second in Humanities. This enabled her to gain knowledge across History, Geography, RS, Citizenship and Leisure and Tourism, teaching lessons across all the subject areas. With a change from large faculties to department responsibility Selina became Head of Geography.

Selina is keen to take an active role in mentoring and coaching as well as improving Teaching and Learning in Geography. She is also the School Travel Champion linked with the neighbouring infant and junior schools to tackle the issue of air pollution and traffic on the school run.

**Grant Parsons – Head of History
Regional Improvement Network History**

Grant is an experienced teacher with almost 20 years of teaching History. He has spent the majority of these years teaching in schools across Southampton and has been teaching at Sholing for almost four years. Before becoming a subject lead in History Grant took on responsibilities for Careers and Work Related Learning.

Grant is a passionate historian and has successfully taught not only History at GCSE but Humanities and Classical Civilizations. He has experience of teaching a number of specifications including AQA, Eduqas and Edexcel. Grant has been a GCSE examiner for several years across several examination boards and is currently a Team Leader for the Medicine Through Time unit.

Grant is eager to see the implementation and development of the Oasis History curriculum across the city. He has a professional and constructive relationship with the History Lead Practitioner and is determined to see standards in History improve year on year across the city.



**David Spratt – Director of Science
Regional Improvement Network – Science**

Having grown up in Southampton, and following 4 years in Plymouth where he gained a BSc in Environmental Science and MSc in Biological Diversity, David began working as a teacher in Southampton in 2002 following successful completion of his GTP.

David joined Oasis Academy Mayfield when it opened in 2008 having worked previously in one of the predecessor schools. He held many roles during his 8 years there including 2nd in Science, Head of Year and Director of Progress. In 2017 he left Mayfield to take up a new challenge in Oasis Academy Lords Hill as the Director of Science as part of the Academies Wider Leadership Team. In this role he has worked hard to develop a strong team who work together to improve progress and attainment within Science.

David leads the Science Network of the Southampton Education Forum (SEF) and is working to develop collaboration across the city to strengthen the science education offer to the students of Southampton.

**Juliet Reed-Birks – Head of Arts
Regional Improvement Networks – Performing Arts**

Juliet Reed-Birks trained at the Royal Central School of Speech and Drama and worked freelance as a theatre director, producer and performer before gaining her teaching qualification from the University of Sussex. Juliet joined Oasis Academy Lord's Hill in September and will be developing strategy in promoting engagement with the performing arts across the South coast academies and raising student's aspirations in terms of academic, extra-curricular and professional performance. Juliet is now working in partnership with the Southampton Education Cultural Partnership to develop cultural strategy within the academies.



**Ashlene Knight – Assistant Principal Teaching and Learning
Regional Improvement Networks – English**

Ashlene grew up locally and has been teaching in Southampton since qualifying in 2011. Her childhood ambition was to be a teacher and she began her career as a cover supervisor and then trained through the Graduate Teacher Programme. She has always been passionate about teaching English: as a vehicle for communication and to equip students with proficiency in reading and the critical awareness necessary for life in the 21st century.

Her career has progressed from second in English, Director of Excellence English, to her current position within the leadership team as Assistant Principal Teaching and Learning at Oasis Academy Lord's Hill. She currently leads on the following whole school strategies: reading, literacy, books and marking and initial teacher training, alongside the line management of English and SEND.

Ashlene is committed to supporting new staff to become excellent practitioners who flourish in the profession and to creating an academy culture where all teachers are teachers of literacy.

**Richard Brand – Associate Principal
Regional Improvement Networks – Mathematics**

Richard has worked for Oasis since 2015, most recently at Oasis Academy Brislington.

Richard moved to Southampton in September 2019 and joined Oasis Academy Lords Hill as Associate Principal, and is excited to be working in collaboration as NLP for maths across the south coast. He has experience in leading maths teams as both a head of department in large London secondary, and through line management at both Oasis Brislington and Lords Hill.

Richard is passionate about the teaching of mathematics, sharing of ideas and using and implementing theory based approaches to drive up standards in our maths classrooms. He is extremely proud of the network we have developed on the south coast and think the collaboration and sharing of ideas is a fantastic development pathway for us as practitioners and departments.

Never working in isolation, I believe through regular feedback, sharing of great ideas and modelling we can drive up standards in our schools and ensure that every child gets a great maths education irrespective of which school, or classroom, they arrive to.





Calendared CPDL for 2019-20

Inset days – 5 inset days in total

- Mon 2nd Sept 2019
- Tue 3rd Sept 2019
- Wed 4th Oct 2019 (Regional Conference – hosted at OALH)
- Fri 14th Feb 2020
- Mon 20th July 2020

Twilight sessions – Tuesday afternoons

- Tue 10th Dec 2019 - Curriculum
- Tue 17th March 2020 - Assessment
- Tue 23rd June - Marking

Oasis South Coast

As part of Oasis Community Learning (OCL) we are privileged to not only work alongside a family of 52 Oasis Academies but we also have the opportunity to work collaboratively across the South Coast. The close proximity to the Southampton Academies enables us to plan joint CPDL where colleagues can come together for Inset and twilight sessions throughout the academic year and share best practice. This collaborative approach helps strengthen teaching and learning across the Oasis South Coast Academies as well as having the opportunity to work and learn together sharing best practice and aligning effective strategies. This collaborative approach also enables staff to work alongside a team of Oasis National Lead Practitioners (NLP), Regional Improvement Network (RIN) and South Coast Lead Practitioners (LP). Working alongside these experts in their field enables us to strengthen the work across the region ensuring that we are providing our learners with the best opportunities and education in Southampton.

Teacher Development Trust (TDT)

All three academies in the South Coast are member of The Teacher Development Trust (TDT), founded by teachers in 2012. TDT is a national charity that helps develop effective professional development in schools and colleges. It raises awareness of the

importance of CPDL, helps teachers transform their practice and supports schools to achieve success for all their pupils. With support from the DfE, EEF, TES Global and Durham University, TDT has led the way in commissioning and publishing guidance around effective CPDL, including the Developing Great Teaching report in 2015 and the Standard for Teachers' Professional Development in 2016.

Working closely with TDT has enabled leaders across the South Coast to improve and develop a high quality professional development programme for all staff, focused on evidence-informed professional learning. This is to help develop our staff, raise pupil attainment and transform our organisation. Mayfield received a Silver Award in March 2018, followed by Lordhill in Sept 2019 which celebrated and recognised the improvement in the professional development programme. This year we aim to continue our journey to further improve professional development for all our staff across the region.

"It is refreshing to see an Academy Leadership Team who understand the value of investing time and money into staff CPDL. The developmental culture within the school is a real strength and is facilitating trusting relationships between SLT and staff. It's also impressive to see how much investment is going into the Middle Leadership Team and how leadership opportunities are being disseminated amongst them. Additionally, there has been improvements in the CPDL provision offered to support staff (both those who work directly and indirectly with pupils) and it was evident in the interviews that they feel more valued than ever by SLT" - Teacher Development Trust Audit

The ongoing work with TDT across Oasis South Coast and Southampton has led to significant improvement in CPDL across the region. Kali Warwick has recently qualified as TDT CPDL Leadership Associate, this ongoing improvement of CPDL has led to Oasis Mayfield becoming a TDT Regional Hub School for the South Coast from September 2019. Where Kali Warwick as Regional Associate will deliver CPDL for Senior Leaders across the region, this will be hosted at Oasis Mayfield. This ongoing outward facing collaborative approach will help continue to strengthen CPDL across Oasis South Coast.

OCL National Training

Pedagogy Secondary and Primary	Webinar CPD for all Coaches and Navigators	Face to Face Ambition Teacher Educator programme for T&L Leads	South Coast Regional Twilights 'Engine Room' Training for coaches
	9th /10th Sep 2019	19th Sept 2019, 7th Nov 2019 16th Jan 2020, 5th March 2020 30th April 2020, 11th June	4th Oct 2019, 12th Dec 2019 6th Feb 2020, 26th Mar 2020 14th May 2020, 9th July 2020

Behaviour Secondary and Primary	Webinar for ALT responsible for Behaviour	Face to Face Conference for ALT
	10th Sept 2019, 4th Feb 2020, 31st March 2020	10th Dec 2019, 10th March 2020, 30th June 2020

	English	Maths	Science	History	Geography	MFL
Webinars	10 Sept 2019 6 Feb 2020 2 April 2020	19 Sept 2019 6 Feb 2020 2 April 2020	10 Sept 2019 4 Feb 2020 31 Mar 2020	9 Sept 2019 3 Feb 2020 30 Mar 2020	19 Sept 2019 6 Feb 2020 2 April 2020	19 Sept 2019 7 Feb 2020 2 April 2020
Face to Face National Curriculum Conference for HOD/ Curriculum Leads	10 Dec 2019 12 Mar 2020 30 June 2020	5 Dec 2019 12 Mar 2020 25 June 2020	10 Dec 2019 10 Mar 2020 30 June 2020	2 Dec 2019 2 Mar 2020 22 June 2020	3 Dec 2019 17 Mar 2020 7 July 2020	13 Dec 2019 6 Mar 2020 3 July 2020

TDT South Coast Regional Hub (Oasis Academy Mayfield) 4.00pm – 6.00pm

- Thursday 14th November 2019 – Launch
- Thursday 23rd January 2020
- Thursday 26th March 2020
- Thursday 7th May 2020

Southampton Education Forum (SEF)

As a member of the Southampton Education Forum (SEF), colleagues work very closely and collaboratively with other schools, colleges and the Universities within the city. SEF work reaches 15,000 young people across Southampton and is one of the largest, most coordinated movements of educators in the South of England. At its heart, SEF provides a rich source of learning through sharing and collectively exchanges ideas to improve teaching and leadership across the group.

SEF comprises of a number of groups that work collaboratively to secure high standards of Education for Southampton. The Groups organise TeachMeets for newly and recently qualified teachers, as well as events for mid-career professionals. There is a well-established programme of learning walk visits, where senior leaders share expertise across the City, focusing on issues of importance to individual schools and colleges. There are termly subject network meetings where Curriculum Leaders can meet from across the city and share best practice, moderate and learn from each other. There are programmes for professionals at all levels: a NQT/ RQT programme providing a high level of support for colleagues new to teaching; an Aspiring Middle Leaders' programme, for those who are more experienced and wish to move into middle management; and the Southampton Aspiring Senior Leadership programme, for those experienced professionals who aspire to leadership roles.

Further information about the city wide CPDL programme can be accessed by following the link:
<https://www.teachsouthamptoneducation.co.uk/>

City-wide NQT programme

- Wednesday - 9th October 2019 (Regent's Park)
- Tuesday - 22nd October 2019 (USH)
- Monday - 18th November 2019 (Woodlands)
- Monday - 16th December 2019

Focus

- Managing your NQT year, workload, stakeholders and professionalism
- Behaviour for Learning
- Differentiation
- (TBC) Scenarios (based on need)

Middle Leadership Programme

- Jan 2020 – Upper Shirley High
- Feb 2020 – Regents Park Community College
- March 2020 - Regents Park Community College
- April 2020 – St George
- TBC – Upper Shirley High

Focus

- Building the team and sharing the vision
- Understanding the Big Picture
- Accountability, Monitoring and Evaluation
- Challenging conversations
- Interviewing at Middle Leader level

TeachMeet

- Wednesday 5th February 2020 – Regents Park
- Tuesday 19th May 2020

Focus

- NQT/ RQTS
- All staff





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Oasis Academy Sholing

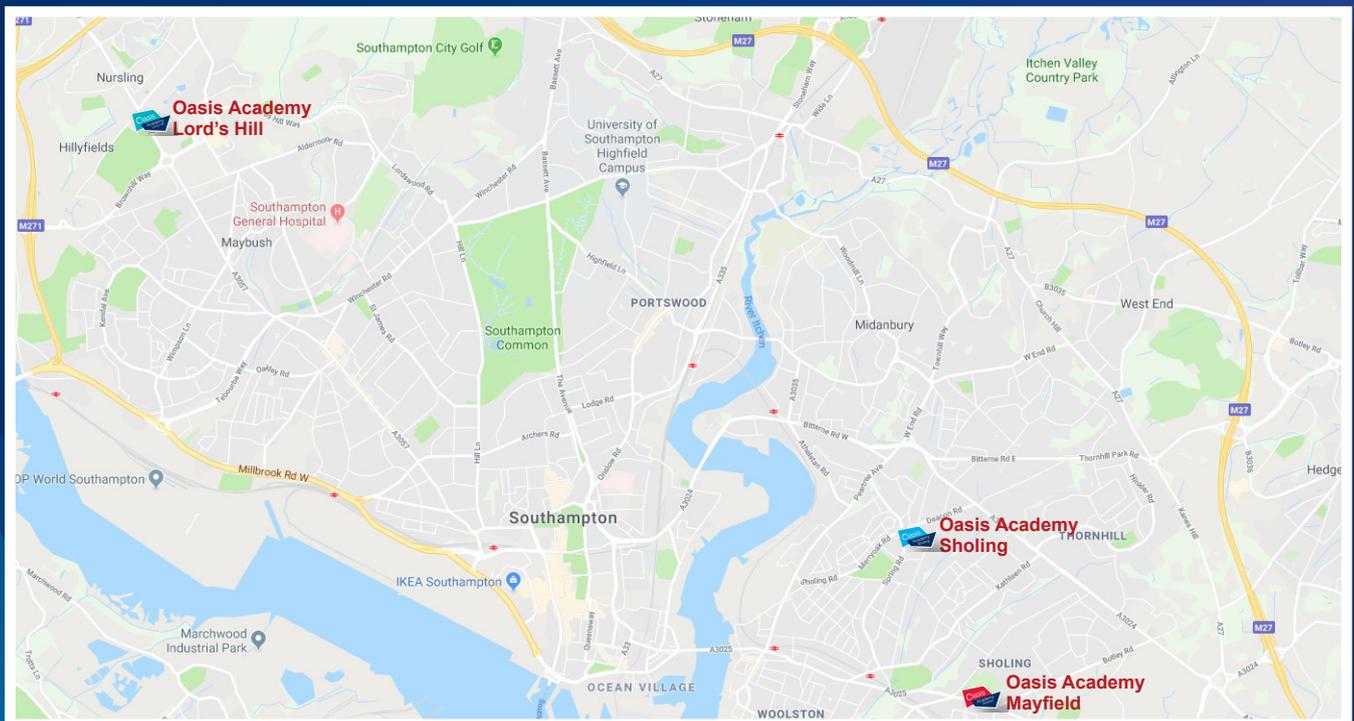
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