



Stowe Valley
MULTI ACADEMY TRUST



OAKLEY 
SCHOOL

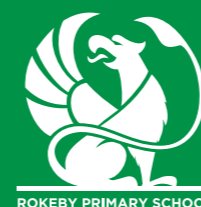
Staff Recruitment Pack

'Be the best you can be.'



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Founded in 2017, Stowe Valley Multi Academy Trust consists of 6 primary schools and 3 secondary schools and 1 all-through school opening in 2023. Since the Trust formed, our schools have been consistently rated 'Good' or higher by Ofsted, with our lead school, Southam College, rated as Outstanding in 2021. Each of our schools has improved since becoming part of the Trust and we have many areas of outstanding practice which we are happy to share. We employ 600 staff and educate 4800 children across our schools throughout Warwickshire and Northamptonshire.

The Trust vision is encapsulated in our motto

'Be the best you can be.'

Our aims are to:

- Create an inclusive, seamless educational experience for our pupils across all key stages.
- Develop responsible, capable and confident young people who are active citizens in the 21st Century.
- Use our success to drive us to reach even higher standards in all our schools, through a rich and motivating curriculum.
- Be recognised by our staff, parents and local community as providers of a safe, creative and ethical environment reinforced by a vibrant community dimension.

For our staff, we aim to create an environment where they feel supported and challenged and where they can thrive as highly skilled practitioners. In our Trust we value the contribution of every colleague and aim to develop a sense of professional curiosity which will allow staff to develop their practice and excel. We also support our staff on a personal level by providing extensive wellbeing support.

In our Trust we have a collegiate culture which shares best practice, so that our group of schools are on a continuous journey of improvement. We encourage each school to retain its individual and unique identity. This is enhanced by the MAT's ethos of high expectations and values of kindness, confidence, and resilience.

The passion, commitment, and moral purpose that our school staff show towards our students is mirrored by our highly skilled Central team. In this team we have we have a Chief Operating Officer and Trust Leaders in the areas of ICT, Safeguarding, Capital, Social Media, HR, SEND, Attendance and Primary School Provision. Our Central Team works across our schools to provide the infrastructure which enables schools to focus on giving students and staff the most effective working environment possible.

School leaders and the Central team are supported by individual Governing Bodies and a strong Trust Board. Our Trust Board has a wide skill set including expertise in Social Care, Risk Management, Education, Governance and Compliance.

We are a passionate and reflective Multi Academy Trust which cares about the local communities and the people who make up these communities. We believe that by working together anything is possible!

I am delighted to share with you information about our Trust. I hope this develops your understanding how we feel about our staff who are an integral part of the Stowe Valley family.

Our staff are our most valuable resource. It is our duty to look after them, nurture their talent, celebrate their achievements, and provide support when personal and professional challenges arise.

We know that within every one of our pupils there is huge untapped potential. Potential when realised will allow them to be kind, confident and resilient adults who can forge a happy and successful path through life.

The unlocking of this potential will come through staff who pupils trust, who they respect and who have an infinite range of skills to steer them through their school years.

By coming to work with the Stowe Valley family of schools this is the ethos you will be working in. An ethos where everyone is supportive and kind to each other, where everyone believes that every pupil is able to achieve great things, and where everyday everyone strives to be the best they can be.

I really want you to come to work with us and I would love to be able to give you the platform to fulfil your professional destiny.



R Samra

Ranjit Samra

CEO of Stowe Valley Multi Academy Trust

Oakley School is a brand new all-through school that will educate children aged 4-16.

The school has recently closed applications for its first cohort of Year 7 students who will be educated at a new block at Myton School in September 2023. Construction of Oakley School is scheduled to complete ahead of September 2024, which will see the addition of a second cohort of Year 7 students and its first cohort of Reception students. The school will then grow year on year.

OUR VISION

Our vision is to create an inclusive school which sits at the very heart of the community, providing pupils with an inspiring environment where they are encouraged to 'dream big' and achieve their goals. As part of this vision we are committed to serving and enriching the local community and meeting their needs.

We want Oakley School to be a place where pupils are happy and safe. A place where pupils are nurtured to develop the talents that exist within every child so that they develop the knowledge and skills to be kind, confident and resilient young people who are fully prepared for the future. We are passionate that every child has a wonderful school experience every day, and when they look back at their time at Oakley School, they will do so with great fondness and positive appreciation.

Our school will have a culture of high expectations. We will expect that pupils do their best, behave well, dress smartly and speak politely with their peers and with adults. We know that children thrive within a culture which challenges and supports them. This instils in them a belief that the highest possible goals are achievable. This is the culture we will establish.



Thank you for your interest in a position at Oakley School.

Oakley School is a brand-new all through school on the edge of South Leamington in Warwickshire. We are currently making preparations to welcome our first Year 7 cohort in September 2023. As the first ever Headteacher of Oakley School, I am committed to ensuring that we have a fantastic team of staff who share in a vision of educational excellence for the children, families and wider school community that we serve.

The staff at Oakley School will know their pupils really well and know how to support them to be the best they can be. We will ensure our pupils' grow into kind, confident and resilient young people who have wonderful memories from their time at our school. Memorable experiences will enrich our school and all staff will be encouraged and supported to deliver a wide range of opportunities for our pupils.

Excellent learning and teaching of well-crafted and ambitious curriculums is a key priority at Oakley School. Teaching staff will be empowered through centralised curriculum resources to focus on the delivery of quality first teaching that meets the needs of pupils and enables them to progress. Sensible, effective policies and centralised systems will support teachers and reduce unnecessary workload. We have the highest expectations of pupils and ambitious goals for what they can achieve. The Oakley School team will share the belief that all young people can achieve fantastic outcomes.

At Oakley School we promote life-long learning for the whole school community and as such we invest in our staff, providing professional learning opportunities and enabling career development. Working at Oakley School means joining a network of colleagues across our schools in the Stowe Valley MAT who work collaboratively to share best practice.

Oakley School provides a unique, once-in-a-career opportunity to join a brand-new school and contribute to its journey towards excellence. I hope the information within this pack gives you an insight into what a career with us could bring.



Sarah Kaye

Headteacher of Oakley School

ROLES AVAILABLE

FREQUENTLY ASKED QUESTIONS

TEACHING ROLES

Deputy Headteacher

SENDCO

Head of English

Head of Maths

Head of Science

Head of PE

Head of Design & Technology

Head of Food & Nutrition

Head of Modern Languages

Head of History

Head of Geography

SUPPORT STAFF ROLES

Teaching Assistants

Head of Year

Headteacher's PA

Admin Manager

Receptionist

Community Hub Lead



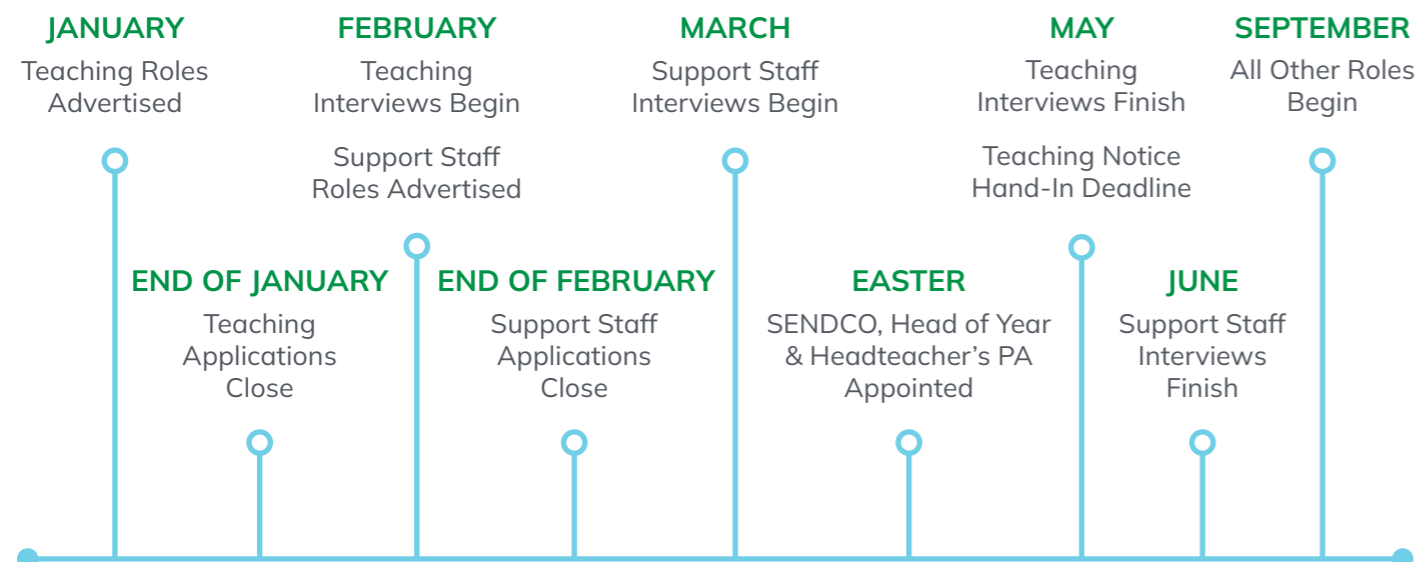
MAKE AN APPLICATION

Roles highlighted in **green** are required for Easter 2023. All other roles are required for September 2023.

To make an application, please visit the Stowe Valley MAT website or scan the QR.

2023 RECRUITMENT TIMELINE

This timeline should be used as a guide only. All dates are subject to change.



WHAT TYPE OF SCHOOL IS OAKLEY SCHOOL?

Oakley School is an all-through school which means it has a two-form entry Primary phase and a six-form entry Secondary phase. The first Year 7 cohort will start in September 2023 and the first Reception cohort will start in September 2024. A nursery will also be based on the Oakley School site in its own dedicated building. There is provision to extend the Secondary school building in the future to allow for the addition of a Sixth Form.

HOW MANY PUPILS WILL GO TO OAKLEY SCHOOL?

Oakley School will grow gradually, starting with a Year 7 cohort in September 2023. In September 2024 we will welcome our first cohort of Reception pupils and our second Year 7 cohort. Each year an additional year group will start until the school reaches capacity in 2030. Each Primary year group will have 60 places, and each Secondary year group will have 180 places. When the school reaches capacity in 2030 there will be 1320 pupils.

WHAT IS THE ETHOS OF OAKLEY SCHOOL?

Our vision for Oakley School is for the school to be a place where pupils are happy and safe. A place where pupils are nurtured to develop the talents that exist within every child so that they develop the knowledge and skills to be kind, confident and resilient young people who are fully prepared for the future. We are passionate that every child has a wonderful school experience every day and when they look back at their time Oakley Grove they will do so with great fondness and positive appreciation.

WHAT ARE THE EXPECTATIONS AT OAKLEY SCHOOL?

Our school will have a culture of high expectations. We will expect that pupils do their best, behave well, dress smartly and speak politely with their peers and with adults. We know that children thrive within a culture which challenges and supports them. This instils in them our collective belief that the highest possible goals are achievable.

HOW IS WORKLOAD MANAGED AT OAKLEY SCHOOL?

We want our staff to have the time and capacity to focus on delivering an excellent educational experience for our pupils. To support them we have sensible, effective approaches to marking and assessment, high quality resourced schemes of learning and centralised approaches to rewards and sanctions in our behaviour policy. As it is a brand-new school, every member of staff will inform the culture of the workplace and contribute their views to how the school will run.

WHAT ARE THE TERMS OF EMPLOYMENT AT OAKLEY SCHOOL?

We follow the national terms and conditions for both teaching and support staff as per the Burgundy and Green Books. Alongside these we have our own employment policies which include an Appraisal Policy which allows recognition for outstanding performance. We have a dedicated section for staff on the Stowe Valley MAT website that provides access to all policy documentation, information on employee benefits, and internal vacancies.

WHAT ARE THE BENEFITS OF WORKING AT OAKLEY SCHOOL?

Oakley School is part of the Stowe Valley MAT and as such it joins a family of schools with existing strong collaborative partnerships. We work together to share best practice and collaborate. In addition, employees of the Stowe Valley MAT have access to financial reward schemes, and health and wellbeing services including 24/7 access to GP services.

'Be the best you can be.'

OAKLEY SCHOOL

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www.oakley-school.com

  OakleySchoolSV