

# Head of Vocational Pathways

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Application and information pack



A secure future for young lives

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## A message from our Founder

# A very warm welcome to Oasis Restore, England's first secure school

I'm glad to take this opportunity to introduce you to Oasis and speci cally to Oasis Restore – the country's rst secure school. I founded Oasis over 35 years ago, and since then we've grown to become one of the largest charities in the UK.

Oasis is a wonderful team of highly talented and deeply committed people working together to provide housing, education, healthcare, youth, and family support, as well as countless other community building initiatives around the country.

Day after day this work brings me face-to-face with a stark reality. Our national systems – of welfare, health, education, housing etc. – are failing the most vulnerable young people who, as a result, all too frequently nd themselves caught in a persistent loop of exclusion that defines their future and inhibits their life chances.

That's why I'm passionate about Oasis Restore, and equally about working in partnership with the government, NHS England and Improvement and a range of other partners across the charitable and public sector to bring about much needed radical change. With a vision focused on restoration rather than retribution and creating a safe environment with a holistic approach to education, care and health, this unique project is at the very forefront of a long-awaited revolution in youth justice.

The secure school places therapeutic, integrated and bespoke support for children, along with pathways for successful transition, at the very heart of the youth secure estate for the first time. By doing so, we will enable young people to make different choices and lead positive, productive lives.

Your role as the Head of Vocational Pathways will be integral in the progress of children at Oasis Restore. You will pioneer the UK's first vocational curriculum delivered in a secure school and lead a committed team in the delivery of aspirational educational outcomes. You will be a champion of restorative practice, placing relational connection at the heart of everything you do. Your work will be the driving force that enable children to transition out of Restore with the support in place for them to succeed in the next step of their journeys.

Within this brochure you'll find more about Oasis, our vision for Oasis Restore and, most importantly, about the role.

I hope that, like me, you will be inspired by the opportunities and challenges that the secure school offers – especially at such an unprecedented time for us as a society – and be as keen to join us as we are to share with you our vision.

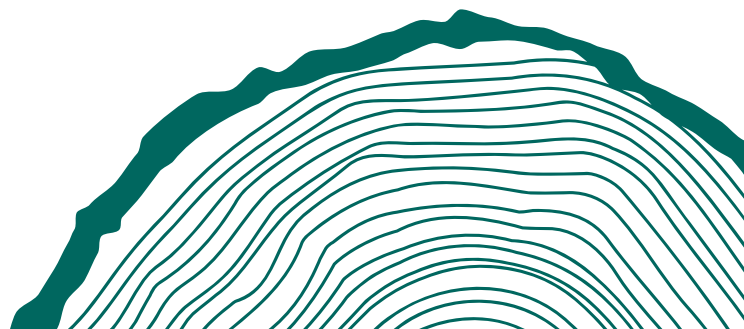
We look forward to receiving your application.

● **At Oasis, we're passionate that every community should be a happy, healthy place where every person is included and valued, and has the ability to thrive and achieve their full, God-given potential.**



A handwritten signature in black ink, which appears to read 'Steve Chalke'.

**Rev. Steve Chalke, MBE**  
**Founder & Leader**



## About the role

# Head of Vocational Pathways

**Oasis Restore is seeking to recruit a dynamic Head of Vocational Pathways for the UK's first secure school. This is a career-defining opportunity to lead the development and delivery of our bespoke and integrated model of education and care for children in custody.**

We are looking for a passionate, innovative teacher with the ability to lead the planning and implementation of the vocational curriculum to children in custody. You will have the ability to see beyond the current educational system to establish Oasis Restore as a school of excellence, catering to the diverse developmental and educational needs of all children. You will believe in the ability of discovery to bring joy to and transform children's lives, and the power of intentional engagement and learning through experience.

You will lead a team of teachers delivering our Vocational Curriculum offer of Art, Music, ICT, Construction, Design and Technology, Media and Performance, Hair and Beauty, Hospitality and Catering and Sport. Under your leadership, you will design the curriculum programmes, identifying the relevant qualifications to celebrate the achievement and progress of all children. You will empower children to learn at their own pace and prioritise competency-based learning as well as high academic achievement. You will champion curiosity, remaining open and reflective in your practice with both staff and students. You will be an essential part of the team, responsible for developing close working relationships with external stakeholders such as apprenticeship or higher education that will support the child's successful transition back into education, employment or apprenticeship in their communities.

Our teachers will welcome the opportunity to develop their pedagogy and subject knowledge across two subjects that they will deliver to children. You will be supported by a team of Higher-Level Teaching Assistants (HLTAs), Restore Practitioners trained to support children in and out of the classroom, the multidisciplinary team including the SENDCo and NHS commissioned team, including a Speech and Language Therapist, Educational Psychologist and more.

Oasis Restore is a year-round home and school for the children we will serve, and to best meet their needs, we have designed a school calendar that runs five to seven week terms and two week mid-terms. We have intentionally designed the school calendar to ensure that we are offering teaching staff annual leave that is a balance of both aligned and unaligned mainstream school holidays.

You will be at the forefront of innovation and a 'proof of concept' within the custody sector, creating a uniquely therapeutic environment and community. The role will require someone with confidence, diplomacy and resilience to develop practice under a high level of scrutiny, balanced with the exciting opportunity to influence wider system change.



## About

# Oasis and our Ethos

**Oasis is a ground-breaking group of charities that have been pioneering models of sustainable and holistic education, supported and affordable housing and community development over the last 35 years. The Oasis vision is for community – a place where everyone is included, making a contribution, and reaching their God-given potential.**

Oasis is about people, their aspirations, opportunities, education, employment and their communities – in other words, their wellbeing. We believe that things can change. Where systems leave communities disadvantaged we're bold about pioneering alternatives and trying new things. We're not satisfied with the status quo where it keeps people trapped in poverty, or constantly at risk of exclusion.

Working alongside some of the most vulnerable communities our purpose is to develop Oasis 'Hubs', which provide wide ranging and integrated services, designed to meet the breadth of human need. We seek to work in an integrated and holistic way, providing a range of mutually supporting services. We do this because we have learnt that separate, non-integrated "solutions" often fail to achieve lasting change.

High quality, trauma-informed care and an aspirational education offer are some of the critical elements of our multi-disciplinary work that serves over 60,000 children, young adults and their families.

Together, Oasis staff and volunteers aspire to:

- Understand individuals' stories and contexts to help them grow and develop
- Create safe, stimulating home and learning environments
- Believe that change is possible, no matter the starting point
- Provide bespoke learning and care with quality, compassion, and rigour to help everyone we work with to realise their full potential.

**Our Ethos - Oasis is driven by the passionate belief that each human being is uniquely valuable and of equal importance. We all have something to bring, and we all need each other. We call the 'O' in Oasis our 'Circle of Inclusion'. Everyone matters. Everyone belongs. And because we're committed to inclusion, we're committed to ending inequality, injustice, and exclusion wherever and however we can.**

Our work in the youth secure estate is driven by this philosophy and prevailing commitment to equality and community transformation.

Our staff not only share in our vision but are also champions of our ethos and the Oasis 9 Habits. Our ethos is made up of:

- 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.





# The Oasis 9 Habits

Our 9 Habits are the behaviours through which we aim to reflect our ethos:



## Background

The policy vision put forward by the MoJ is for a new type of provision – secure schools - to deliver care and rehabilitation creating ‘bespoke provision for individual children that has education, healthcare and physical activity at its heart – a therapeutic environment in a secure setting’ so that children who have offended can move on to lead positive and productive lives.

Secure Academy Trusts – which are independently run charitable companies akin to the Department for Education’s Academy Trusts - will run and manage secure schools. They will be funded by the Ministry of Justice and NHS England (NHSE), who are joint commissioners - using a Funding Agreement, not a commercial contract. Secure schools will deliver provision that is child-focused, integrated and values-led, with a specialised workforce. They are designed around a joint outcomes framework, working in partnership with NHSE, offering individualised care for children that establishes strong links with the community.

The MoJ has recently passed legislation to enable this significant policy change and to allow Academy Trusts to exist in the secure estate. Secure schools will be dual registered as 16-19 Academies and Secure Children’s Homes, and they will be inspected as such by Ofsted and Care Quality Commission.

Oasis Restore is planned to open in late 2023 and will care for 49 children aged 12 to 18 years who are sentenced or remanded to custody by the courts.

## Governance and Accountability

A new charitable company has been set up for the secure school, forming a Secure Academy Trust, according to the Ministry of Justice’s requirements. A Board of Trustee Directors has been appointed by Oasis.

Oasis Restore is governed by the Oasis Restore Board and supported by their Executive team.

The Principal Director of the school will be responsible for the outcomes and progress of the school, and the Executive and Senior Leadership team will be accountable to Oasis Restore of Trustees.

The Ministry of Justice will hold Oasis Restore to account for the school’s overall performance and outcomes.

As outlined in the secure schools: How to apply guide, the regulator will ensure inspections are conducted in accordance with the relevant registered authority’s frameworks.

## About

# Our Vision

**At Oasis Restore, our vision is to transform the life chances of children in the criminal justice system, so that they have the opportunity to reach their full potential and be the best they can be.**

**Our mission is to provide a therapeutic and educational community that embeds hope, stability, and opportunity within and beyond Oasis Restore. We will do this through our three cornerstones of relationships, discovery, and community. See more [here](#).**

**Oasis Restore will offer a reparative opportunity to children and young people, who have become criminally involved, often because of neglect, trauma, and loss.**

We recognise that our students will have been placed into Oasis Restore with restrictions to their freedom, for their own and society's safety. As with all Oasis communities, our vision for Oasis Restore is to create a place of care where every child is given an opportunity to thrive. All involved – staff as well as students – are learners and will be encouraged to take responsibility for leading their ongoing personal transformation.

Our practice will be psychologically informed through building trusting relationships with and between our young people and adults. We will be practical, effective and creative in order to celebrate individuality and we will do this in the context of treasuring the community. As we embrace this approach, we will seek to address some of the consequences of trauma and loss in our young student's lives.

Our mission, therefore, is to not just deliver an innovative education offer but also to develop a healthy sense of identity, a sense of purpose that improves our students' social cognition, emotional intelligence and to support them as they journey onwards. We recognise that most of our students will not have enjoyed the traditional classroom setting and may have a fear of education delivery that feels institutional. We know the young people we serve will exhibit behaviours characterised as dysregulated, challenging, and complex. However, we also know that none of our students come from zero; that all have inherent strengths and interests.

Our goal is to tap into their curiosity and talents to develop skills for life and learning whilst providing them with training or qualifications in areas in which they have interest. We want to focus on what is strong, not what has gone wrong. To this end, we will use enquiry and curiosity – in both structured and unstructured sessions – together with the creative arts, media, sport, and the outdoors to support our philosophy of learning.

Most importantly, from the very first day of their stay at Oasis Restore, we will work with each of our students not only to focus on their time with us but to prepare them for transition back into the community or into the wider custodial estate.

We will support them, not simply with the goal of not reoffending, but crucially, to enable them to achieve long-term wellbeing. We want our students to maintain a positive contribution to their community as well as to wider society throughout their lifetime.

## Oasis Restore's Framework

Oasis Restore has a values-led, evidence-based, and bespoke approach to our practice. This is encapsulated in the Restore Framework which is designed for the specific group of children we serve and informs all that we do from our policies and processes to our structures and daily interactions.

The Restore Framework is grounded in the Oasis ethos and 9 Habits and supports whole, integrated systems. By having an inter-dependent, pan-organisation approach to our staff and systems, we encourage collaboration and enable each area of practice to bring the benefit of their learning and, together, we can deliver high quality care for our students. (Continued on next page).



Importantly, Restore's Framework is psychologically informed. This means we have used tried-and-tested knowledge of practice and psychological theory to inform our understanding of areas such as:

- How the human brain develops in childhood and adolescence
- What happens to the brain when a child has experienced trauma such as neglect, abuse, lack of loving connections or threats
- How these experiences affect children's social, and emotional development and their ability to process and retain information, learn new things, concentrate, make decisions, and problem solve in everyday life (cognitive functioning)
- The foundational role that quality, secure early attachment relationships play in the emotional development of children and functioning through their teenage years into early adulthood, and their lifelong necessity
- What this means for how we should understand, care for and work with the children at Restore, their families and communities, and how we train and support our staff to help them thrive.

Oasis Restore's leaders will be expected to model and operationalise a secure school that is based on the Oasis Restore Framework of Care.

Oasis Restore's Framework is founded on the following principles:

- R** ► Relationships through building trust
- E** ► Empowerment through providing choices and nurturing responsibility
- S** ► Safety through providing consistency, a secure base and community
- T** ► Trauma-Informed practice through creating a psychologically informed culture and systems
- O** ► Ownership through providing life affirming opportunities
- R** ► Restoration through offering support and challenge
- E** ► Enquiry through encouraging openness and reflection

In using these principles throughout our policies, practice, and processes in the school, we will ensure that we create an environment of high-quality care and psychological safety for our students and staff.



# What do you need to thrive in this role?

Oasis Restore is seeking someone with the tenacity to meet the needs of children in custody, the determination to innovate and ability to work with the internal multi-disciplinary team, external partners and parents/carers to support successful rehabilitation. You will need to be able to manage your time flexibly to support your team, the children and inform the integration of clinical and therapeutic specialism, metacognitive pedagogies, and curriculum to remove barriers to learning and engagement. You will need to understand and champion diplomacy and foster positive dynamics between the various professionals to ensure positive outcomes for children. This will require a good understanding of the statutory guidelines whilst committing to innovation on the journey to excellence.

You will embody our ethos, persevering to remain open to discovery and reflective practice. You will be an ambassador of curiosity and enquiry, bold enough to admit and learn from your mistakes to grow as a part of the Oasis Restore community. You will be a role model to staff and students, modelling integrity and building strong relational connections.

You will recruit, train, and inspire a team of staff, alongside the Director of Learning and Enrichment, ensuring that they work effectively with children, each other, internal and partner agency staff. This includes ensuring that the curriculum is planned and delivered in a way that maximises participation and reflects our commitment to the development of the whole child and the staff supporting them.

You will have the necessary organisational and coordination skills to build a pioneering curriculum from scratch, but acknowledge the need for collaboration to deliver a purposeful and opportune curriculum that is delivered with *rest*. You will be an inspiring leader who has the finesse to align and drive a team towards our common purpose, especially in times of challenge. You will have the ability to empower staff to take ownership of their teaching and learning practice, and personal development so they can be impactful drivers of change.

You will co-lead on the integrated arrangements across the school, working cohesively in partnership with team members and other professionals to contribute to and to monitor the multidisciplinary assessment, planning and intervention with regard to all children's needs, in order for them to reach their full potential. You will be resolute in your awareness and unwavering in your commitment to the development of the whole child, which requires collaboration across all aspects of education, health and care at Oasis Restore.

We are looking for someone who is wholly committed to improving educational progress, life outcomes and employment or training opportunities for highly vulnerable young people. You will be committed to ensuring all groups of students, regardless of complexity or need, achieve their potential. You will actively seek to support those children who are neurodiverse and have Special Educational Needs including speech, language, and communication difficulties or those with history of traumatic head injuries. You will understand that the majority of our students' experience of education will have been one of persistent exclusion; in essence, you will ensure that Oasis Restore provides a transformational education offer to those who need it most.

## Our Staff Offer

As a newly established subsidiary of the Oasis Charitable Trust, you enjoy the benefit of being part of a national organisation that aims to support all staff to reach their full potential and a once in a lifetime opportunity to create, develop and grow a new collaborative and innovative values-based organisation.

Oasis Restore is currently developing its long-term people offer and through this process, we have considered how we learn from Oasis-wide experience of employing multi-disciplined staff alongside the experience of our external stakeholders and partners across health and custody sectors. By virtue of this being the UK's first secure school - its unique context as an Academy Trust, and its inter-disciplinary work - means the employment offer for Restore may be differ to other settings such as a mainstream school, an NHS trust, a community youth work in the voluntary sector or a local authority.

Oasis Restore has intentionally sought to create parity to the terms and conditions across job roles to encourage integration throughout whole school practice. Therefore, all our staff regardless of whether you are a teacher, HLTA, Restore Practitioner, youth worker, admin support or working in HR or Finance will be expected to work a full time equivalent hours of 39 a week (pro-rated for part time staff) and be entitled to the same benefits with some variations where there is an operational requirement.



# Our Staff Offer

Whilst much of the work we undertake will be purposeful and emotionally or spiritually rewarding, it will also involve delivering high quality, holistic care in a high-pressure environment that can be challenging. We will support all of our staff through a programme of personal development, which includes line management, team meetings and small group or 1-1 clinical supervision which is a space to allow you to make meaning and focus on particular children or issues, practice development, personal insight and emotional containment. You will also benefit from reflective practice which occurring in a group context, supports Oasis Restore staff to integrate across roles, to express and develop their ideas and practice.

We have a comprehensive induction and training programme for all staff. In addition, you will have regular development reviews to identify where you would benefit from support, coaching to develop you practice and ongoing training to equip you. We will make a commitment to your wellbeing so that you can deliver the best to the young people under your care

Our offer does its best to balance a progressive and pragmatic approach to career development, promoting staff well-being to ensure we retain and develop the best people, offers family-friendly employment and flexible working whilst operating 24/7 provision and taking seriously our responsibility as a public body to ensure value for money to the public purse.

## Teaching Staff Working Patterns

Like many residential education and health and social care settings, we will be providing a 24/7 provision. Whilst teaching staff will not be required to work nights or weekends, we will be operating a term time structure that differs to the traditional academic year. Our annual cycle is organised into terms and 'mid-terms', adjusted to each calendar year and aligned to Kent school term dates. Mid-terms will have light teacher-coverage and are the time for teachers to take annual leave. An advantage of this working pattern, is that teaching staff are not wholly constrained to mainstream school holidays, but with some alignment to benefit staff with preferred leave during these times. An example of our draft term time structure is available on request and will be shared with candidates who go through our section process.

## Benefits to Staff

- A minimum of 15% planning, preparation and assessment time (PPA)
- 40 days annual leave including bank holidays
- A mixture of one to one and group reflective practice, coaching & supervision sessions as well as regular line management.
- Experience an Appraisal policy that decouples pay and performance.
- An elected staff forum to listen to, and act on, staff feedback
- Access to a competitive defined benefit pension scheme (either the Teachers Pensions Scheme or Local Government Pension Scheme subject to individual scheme rules).
- Subject to meeting basic eligibility criteria, be entitled to up to 8 weeks full-pay and 18 weeks half-pay paid maternity/adoption/shared parental leave (based broadly on the NHS Employers scheme).
- Subject to meeting basic eligibility criteria be entitled to up to 3 weeks fully paid paternity leave.
- Paid time off to attend antenatal appointments (those staff who are either pregnant or whose partner is pregnant)
- Have a structured and bespoke induction training plan plus a probation period of 6 months as well as a training offer bespoke to our context leading to a level 4 qualification in the therapeutic care of adolescents.
- Receive the same offer of sick leave pay (based broadly on the length of service in the national 'Green Book' framework) from Day 1 of employment.
- Up to 5 days discretionary paid compassionate/emergency/general leave plus further discretionary unpaid leave
- Up to 4 weeks paid parental bereavement leave plus up to 5 days paid bereavement leave for the death of other specified close relatives.
- Expenses and travel costs incurred as part of the working day (as appropriate, not including travel to work)
- Access to an eye care vouchers scheme, season Ticket Loans, a cycle to work scheme and free car parking.

# How to Apply

If you are ready to apply for this role, please download and complete Oasis Restore's Application form and Oasis Restore's Equal opportunities form\*.

For more information and an informal discussion about the role please email [recruitment@oasisrestore.org](mailto:recruitment@oasisrestore.org) to arrange a confidential phone call.

All applications and accompanying forms should be emailed to [recruitment@oasisrestore.org](mailto:recruitment@oasisrestore.org) by 8am on Monday 24th April 2023. Interviews are scheduled for Tuesday 2nd May, Wednesday 3rd May or Thursday 4th May 2023.

If you have not been invited to attend by 4pm Tuesday 25th April, you should assume that your application has not been successful. Unfortunately, we will not be able to provide feedback on your application at this stage.

*\*The Equal Opportunities form is a voluntary part of the application process and neither completing or not completing it will have any bearing on your application with us. The Equal Opportunities Form will not be shared with anyone involved in processing your application and it will be used by the People Services team solely for the purpose of monitoring the effectiveness of our equal opportunities policy.*



Oasis  
**restore**

A secure future for young lives

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