



Careers at Oak Wood School

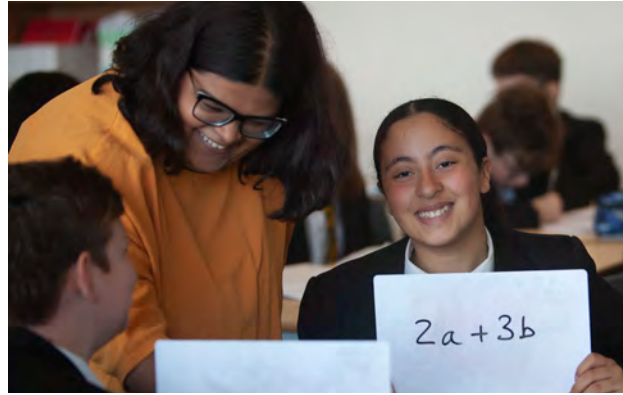
We dream, we learn, we grow



A career at Oak Wood School is your chance to be part of a remarkable team that are working to ensure our students are prepared to be the well-rounded leaders of tomorrow.



Welcome to Oak Wood School



*Thank you for showing an interest in starting or furthering your career at Oak Wood School.
Let me introduce you to what it means to be a part of our magnificent school.*

Oak Wood School is a friendly and vibrant community where everyone is provided with the tools to thrive. By living and breathing our values every day, we ensure we provide an environment where everyone can feel confident, secure and valued. Our core ethos is 'We Dream, We Learn, We Grow' – to ensure that each student knows anything is possible and can fulfil their potential here at Oak Wood School. We accomplish this by encouraging all staff and students to:

- **DISCOVER THE BEST IN EVERYONE**
- **EXPECT THE BEST FROM EVERYONE**
- **SUPPORT EVERYONE TO ACHIEVE WHAT THEY WANT TO**

All staff at Oak Wood share a collective philosophy to develop the whole child, combining an intellectually rigorous and challenging academic environment with outstanding pastoral care and support. As a team we work collaboratively, not as individuals, so that our students receive a tailored, rounded education. We do this because our duty as educators is to prepare our students for the rigours and demands of the 21st century.

Many factors contribute to guaranteeing the best possible outcomes for our students, but of principal importance to us is your job satisfaction. We constantly strive to create an atmosphere and community where everyone feels encouraged, inspired and happy. At Oak Wood School you will have the freedom to make the role your own, safe in the knowledge that there is a cooperative team behind you to support with anything you need. Whether your role is in the classroom or outside of it, we know that everyone is vital to make Oak Wood School the best it can be.

We are always looking for talented, dedicated and ambitious staff who have the ability to nurture and inspire, ensuring all students Dream, Learn and Grow. If this sounds like you, please get in touch, it would be a pleasure to show you what life at Oak Wood is like and give you a chance to meet our remarkable students and staff.

Daniel Cowling
Headteacher





Ofsted Good

Ofsted Good in May 2022, Ofsted recognised that Oak Wood School is a Good School.

“Pupils at Oak Wood School are polite, friendly and confident. They are part of a diverse community and get along well with each other. The school’s ethos is for pupils to dream, learn and grow. Staff here inspire pupils and develop their knowledge, understanding and character.” Ofsted 2022



OUR VISION

- Oak Wood School is an inclusive 11-18 mixed comprehensive school that is at the heart of its community.
- Our vision is built from our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect.
- We are forward looking and value innovation, but within the context of traditional values.

OUR AIMS:

Based upon these values we aim to ensure all the children and young people who come to our school:

- Are happy and safe at school and are able to learn successfully within a supportive environment
- Are able to achieve their full potential personally, academically and socially
- Develop and grow as independent, resourceful and resilient individuals
- Are equipped with the skills, qualifications and love of learning they will need to be successful in the world they will join as adults

OUR VALUES:

We will achieve these aims by providing a safe environment where all children and young people can succeed through:

- Provision of a curriculum that is stretching, relevant and provides each student with the opportunity to excel
- High expectations of every member of our community
- Excellent teaching, leading to the highest standards of academic excellence
- The best standards of behaviour based upon our values of mutual respect, self-discipline and self confidence

Obviously Oak Wood School:

If you are a confident team player, committed to optimising students' outcomes and interested in improving your own practise ...

HERE ARE 6 REASONS WHY OAK WOOD SCHOOL IS THE PERFECT PLACE FOR YOU.

1 HEALTHY BODY, HEALTHY MIND

We know that your wellbeing and that of all our staff is of paramount importance. This extends from providing a comprehensive induction programme to ensure your first days, weeks and months with us are comfortable, to providing a 24-hour helpline that you can use at any time to discuss anything, whether work-related or not.

2 YOUR FUTURE IS OUR PRIORITY

Everyone says it, we mean it; at Oak Wood School we want everyone to develop in the way they want to. We map-out a career path for each member of staff and tailor their CPD to suit this. We provide training so that you hone your skills and perfect your craft. We believe that if we invest properly in you, you will strive to obtain the best outcomes for our students.

3 EVERYONE A TEACHER, EVERYONE A LEADER

Regardless of your role, we believe everyone is crucial in ensuring Oak Wood School reaches its goal of being a top school. We provide everyone with leadership skills development so that they have the confidence to take control and deliver initiatives that will ensure our school is the best place for students to fulfil their potential.

4 WE ARE A TEAM

Our staff consistently deliver quality, exude passion and are motivated to succeed. They take pride in working at Oak Wood School because they value the support and collaboration that comes with working in our school. We work hard together and for each other, and celebrate our successes as a group.

5 DIVERSE AND INCLUSIVE

We ensure that all of our students have the chance to achieve what they want to. We work with students that face a variety of challenges, but, regardless of circumstances, we will never give up on anyone. Students acknowledge our dedication to their futures and consequently are driven by a hunger to succeed.

6 IN LONDON, BUT OUT OF THE CITY

Oak Wood School is ideally placed to make the most of London life. Based in Hillingdon, we have access to some of the capital's most aesthetic surroundings, while at the same time being blessed with transport links that put both central London and Heathrow airport within striking distance.



“Leaders have high expectations of pupils. Pupils respond well to this. They work hard in lessons and are keen to learn. Teachers help them to improve their work and pupils show a determination to succeed. Pupils know their teachers want the best for them.” Ofsted 2022



High Quality Teaching and Learning

Ofsted stated that leaders and governors share a vision of providing pupils with a high-quality education at Oak Wood School.

Teachers are expected to have strong subject knowledge and a clear understanding of their curriculum in order to support students to develop the necessary skills, knowledge and understanding required to achieve.

As part of ensuring teaching and learning is of a high standard, we encourage staff to work together to plan effective lessons which have a strong focus on embedding learning into a student's long-term memory, as well as having clear opportunities to assess student understanding and address any misconceptions. Our CPD library and training sessions focus on research-based pedagogy and teaching staff are given the flexibility and time to plan and embed this in their practice.

Our students are incredibly articulate and are keen to learn, and as such, we believe that it is vital that they are appropriately challenged to help maintain their engagement. We have the highest expectations of our students and seek to provide an inclusive, caring and ambitious classroom environment.

Professional Development

At Oak Wood School we are committed to making new colleagues feel welcome and part of the school so that they can thrive and enjoy their job.

We believe teacher development is important and we focus on supporting teachers to improve their practice and develop their subject and curriculum knowledge.

We offer a well-structured development programme for early career teachers, as well as opportunities for leadership development. We are proud of our tradition to grow our own staff and leaders; a significant number of middle and senior leaders started at Oak Wood School early on in their careers.

We also ensure we invest time into developing and growing our associate staff as they are an integral part of our staff body. Many of our associate staff often take on new roles and responsibilities within the school; this has also included some of them joining our School Direct programme and training to become a teacher.

Staff retention is high and we recognise the talent of all our staff and support career opportunities for all.

Staff Wellbeing

Staff wellbeing is extremely important at Oak Wood School.

We want to support staff to develop the skills and techniques to ensure good physical and mental health. Balancing staff workload and ensuring high standards is a key to our success.



In a recent staff survey, staff said:

“I love the fact that no two days are the same, the relationship I have with the students, knowing that what I do actually makes a difference to them.”

“I have a great relationship with both adults and students which in turn makes for a great working environment.”

Our Staff Association meets regularly to discuss and plan activities to support all staff. They regularly organise staff wellbeing sessions and end of term social events.

Beyond the Classroom

We welcome staff volunteering to go on trips and joining other activities.

We have an extensive and inspiring enrichment offer and these opportunities are a key feature of what we believe is important for the personal growth of a young person.

There are a wide range of opportunities, challenges and experiences beyond the classroom and we work hard to support all students to be able to access these.

As part of this, we expect all students to take part in one residential activity, for example, in Year 9 all students go on a three-day Condover Hall Activity Centre where they build positive relationships and challenge themselves in a new, unfamiliar environment. Moreover, we have a number of subject focused opportunities, including theatre trips, watching

professional sporting events, visiting galleries and museums, and other key places of interest. A significant number of students also take part in the Duke of Edinburgh Award scheme which many of our staff choose to support. We also like to look beyond the UK and provide opportunities for international trips which our staff can lead or volunteer to take part in.



Oak Wood School

We dream, we learn, we grow

Sutton Court Road, Hillingdon,
Middlesex UB10 9HT

Email: office@oakwoodschoool.uk

Tel: 01895 237350

www.oakwoodschoool.uk



*The Oak Wood School
Talent Development Cycle*