



An opportunity to
genuinely change
the lives of young
people for the better



A quality education can change lives

From improved employment opportunities, to more active citizenship and well-informed health choices, giving young people access to a high-quality education can transform the prospects of disadvantaged and marginalised children as well as building a more meritocratic society.

From the Headteacher Nora Ward

“Every school where you choose to work gives you the chance to make a difference to young people’s lives, but I feel that there is something really unique and special about The Oxford Academy

The Oxford Academy serves a fabulously diverse community that celebrates the school and takes pride in the achievements of its students. Those students are drawn from a wonderful area that people who are not familiar with Oxford might not know even exists.

The community we serve is not the Oxford you see on the television. It is not the Oxford of grand old buildings and privilege. There are some areas of genuine economic deprivation around The Oxford Academy – and it would be wrong to pretend that this doesn’t create challenges. It does. But, for the right type of person, those challenges are what make working here such a special experience.

We have staff who have been here for a very long time and who talk with a genuine sense of love for the school. They have been here for a long time because it is the sort of place that gets under your skin in a really good way. These staff are people with a moral purpose and a real desire for The Oxford Academy to continue its journey of improvement. If you are someone with drive and a desire to make a difference to the lives of our amazing children, then we would love for you to join on us on that journey.’



Be part of an inspirational team



As part of The Oxford Academy team our teachers and support staff work together to create a positive difference to the lives our students and the communities they are drawn from.

Together with River Learning Trust (RLT), we are looking to grow our inspirational team with people who share our mission to create a school where generations of young people are able to flourish.





**Our goal is sustainable excellence.
We are not seeking quick fixes.**

Ours is a long-term goal to build a school community where the children of Blackbird Leys, Littlemore and Rose Hill thrive for many years to come.



The road to achieving sustainable excellence starts from within.

As such we are building a team from the SLT down that is committed to and benefits from high expectations throughout the school.

These include:



Behaviour policies



Clear routines



Active support from leadership



High quality induction and training

To facilitate this, we have implemented workload-friendly and manageable approaches to planning, resources, marking and assessment. This is supported by an excellent curriculum and resources to use and adapt. As part of the River Learning Trust, we benefit from a supportive structure that is built on key values of respectful relationships, a commitment to excellence and everyone learning.

Through RLT, we also have access to a collaborative network of excellent staff, plus huge opportunities for continued professional development.

“I am proud to work at The Oxford Academy. As Head of Sixth Form, I have the privilege of talking to hundreds of TOA students about the hopes and dreams they have for their futures.

Our students are ambitious, they want to be successful and to make a positive contribution to society. They thrive academically when teaching is excellent and they are extremely enthusiastic about taking on enrichment, sporting and extra-curricular opportunities. Every day is a new challenge: hard work and tenacity make a visible impact so TOA is an ideal place to work for staff who possess a moral purpose to make a positive difference to the lives of young people. It is a particularly exciting time to be a member of staff at TOA as we work with the support and challenge of the River Learning Trust and under the dynamic leadership of our refreshingly optimistic Head Teacher:

TOA sits at the heart of the East Oxford community, linking Littlemore, Blackbird Leys, Cowley and Rose Hill and our students and staff reflect the rich diversity of these local communities. TOA is a busy hub of activity, next door to the local library and Mabel Pritchard school, within a stones throw of Oxford United FC and BMW and with strong links across Oxford. On evenings and weekends the school is buzzing with a wide range of clubs and activities in our brilliant facilities. If you want to make a difference to the lives of young people through education in a school that has a pivotal role within the local community, The Oxford Academy is a great place to work.’

Michael O’Hanlon, Head of Sixth Form

Vision and Values

At The Oxford Academy, we have a commitment to others and a commitment to learning.

Our vision is rooted in our commitment to our shared Christian values which are to be courageous, compassionate and curious.

Our culture will make a profound and positive difference to everyone at our school, enabling all to flourish. We meet the needs of all - whatever it takes.

**BE
STRONG
AND
COURAGEOUS
AND DO THE WORK
DO NOT BE
AFRAID
DO NOT BE
DISCOURAGED
FOR GOD IS
WITH
YOU**



Our culture

Behaviour and expectations

Poor behaviour is not tolerated at The Oxford Academy. We need to ensure that our teachers are able to teach and our students are able to learn. We expect our students to follow our Christian values of courage, compassion and curiosity. To succeed and reach their ambitions, students should have the right attitude and be eager to learn and expand their knowledge. Students and staff should enjoy school and feel safe.

Support and values

Students should be able to show compassion and understand how their actions have an impact on those around them.

We work with students families to inform them about targets and progress and to ensure that we understand and respond to the wider situation of every student. Through our actions, words and behaviours we support and encourage each other to flourish, feel valued and be confident. We encourage and expect staff and students alike to be positive representatives for the school and committed to our vision and values.

Curriculum and teaching

It is important that every member of the team feels supported and takes satisfaction from their role. To enable this we provide a clear framework for teaching the curriculum and work with every member of staff to ensure they are committed to teaching so that students can be committed to learning. Our goal is to help every student achieve qualifications that will give them more life choices, whether that is progressing to university or a career of their choice. At the core of this is ensuring all students have a good grasp of literacy and numeracy. As such, we place a strong focus on these subjects and helping students secure these skills. Good teaching and a supportive network has the biggest influence on a student's ability to excel.

Our inclusive Christian Values underpin all we do



Be courageous

The ability to be brave and confident enough to do what you believe in.

Finding the strength to push yourself to do and be better.

Being independent and accountable for the actions you choose.



Be compassionate

Being able to understand how your actions have an impact on other people.

Offering help and guidance to those who may need it.

Showing respect for the feelings of those around you.



Be curious

Being eager and having the desire to learn.

Asking questions and always striving to expand your knowledge.

Aspiring to big ambitions.

“I enjoy working at The Oxford Academy because of the students. I enjoy helping them to break down the barriers to aid learning; whether that is physical, emotionally or setting boundaries.

There is nothing more rewarding than seeing a young person from the community grow and realise their own self-worth and potential. After many years of working here I still get joy in seeing that light bulb moment in a young person when they realise “I can do this”.

The rewards

Seeing more young people assessing Colleges and then going on to complete University has increased since the Academy opened; this can only benefit the community and lead to better lives.”

Julie Thomas-Boswell



River Learning Trust

The River Learning Trust (RLT) is a multi-academy trust responsible for a number of primary and secondary schools and a school centred initial teacher training (SCITT) provider within Oxfordshire and East Swindon.

Our Vision

Education has the power to change lives, communities and society for the better. At the River Learning Trust, we believe that we can achieve more for our pupils, trainees, staff and communities by working together rather than alone. All of the schools in the River Learning Trust are united by a common belief in the benefits of working together, and by our commitment to our three shared principles, more for our pupils, trainees, staff and communities by working together rather than alone. All of the schools in the River Learning Trust are united by a common belief in the benefits of working together, and by our commitment to our three shared principles.

Our Vision for our schools

Our vision is for our schools and SCITT to improve rapidly, continuously and sustainably: to be better faster together.

Our Why

Our 'Why?' is that children and young people 'only get one go' in school and that our schools should improve faster and be better as part of RLT to ensure the best possible 'go' for our pupils

Our How

Our 'How' is through the highest possible support and challenge for our schools and each other, underpinned by our three principles

We use the principles of 'aligned autonomy' to empower colleagues in schools to perform well; we rarely direct from the centre but rather support leaders and other colleagues to do their work exceptionally well in their own context. The schools and SCITT are united by their commitment to the principles of the Trust and a common belief in the benefits of everything that is gained by working together.



What matters to us

The River Learning Trust is a community of children, young people and adults with shared principles. These principles are:



Commitment to Excellence

Striving for the best educational experience through continuous improvement



Respectful Relationships

Acting with care, integrity, and fairness in all we do



Everyone Learning

Creating and taking opportunities that enhance lives through evidence-based practice supporting adult and pupil learning

The power of people

High performing organisations have the right organisational culture, effective processes and well-trained, motivated colleagues in the right roles.

We focus a great deal on people and the importance of continuous professional learning and development.

This role provides an excellent opportunity to impact development and improvement across all of our schools.



Our schools and our SCITT



Secondary Schools

Chipping Norton School
Gosford Hill School
Kingsdown School
The Cherwell School

The Marlborough CofE School
The Oxford Academy
The Swan School
Wheatley Park School



Primary Schools

Beckley CofE Primary School
Charlbury Primary School
Cutteslowe Primary School
Edith Moorhouse Primary School
Garsington CofE Primary School
Horspath CofE Primary School
Larkrise Primary School
Madley Brook Primary School
Middle Barton Primary School

“New Marston Primary School”
Rose Hill Primary School
Sandhills Primary School
Seven Fields Primary School
Tower Hill Primary School
Witney Community Primary School
Windrush CofE Primary School
Wolvercote Primary School



SCITT

Oxfordshire Teacher Training

Teacher School Hub

Oxfordshire Teaching School Hub
(Based at The Cherwell School)

Find out more

To find out more about RLT, our history, our schools and SCITT, our approach, and our people, please visit our website.

In particular please read our Report to Stakeholders: December 2021

www.riverlearningtrust.org

“I have been working at The Oxford Academy for 22 years. Throughout that time, I have worked with hundreds of students and staff. I have worked in every department in the school and have really enjoyed working here.

I have seen students that thought that they wouldn't succeed and have gone on to be doctors, teachers, nurses. My greatest delight is when I see them many years later and they call my name and tell me what they are doing now. I beam with pride when they say how much I helped them at school.

Now I am teaching the children of students that I used to teach and it is lovely to see them when they come into school. “I'm often greeted with, are you still there Ali?”. I reply yes I've been here twenty-two years now”. They also ask me, “Do I still enjoy working here?” and I always reply “yes”. I can honestly say that I never get bored here. Every day's an adventure, a new beginning and above all a pleasure to be part of The Oxford Academy.”

Ali Harris





Be courageous. Be compassionate. Be curious. Be you.

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