



# Job Advert

JOB TITLE:	Head of Mathematics and Numeracy
CLOSING DATE:	8am Wednesday 25 <sup>th</sup> June 2025
START DATE:	September 2025 (or earlier)
SALARY:	(RLG 1) £49,781 to (RLG 5) £54,939 + Teachers Pensions Scheme (TPS)
LOCATION:	Oasis Restore Secure School in Rochester, Medway, Kent.

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- Are you driven by a purpose to transform the lives of the most vulnerable children?
  - Do you see relationships as fundamental to your work with children, families, and the wider community?
  - Do you want to be a part of an innovative and courageous team developing the UK's first secure school?
  - Do you want to lead the development of the mathematics and numeracy curriculum within the UK's first secure school setting?

We are offering an exciting opportunity for a Head of Mathematics and Numeracy to join the leadership team in leading and running the UK's first secure school. Oasis Restore represents a revolution in youth justice: an opportunity for children within the criminal justice system to experience a truly restorative environment, that creates the potential for them to thrive in the future. The Head of Mathematics and Numeracy lead the design of a curriculum that embeds hope, stability, and opportunity for children in our care. Come and develop your career within an organisation dedicated to transforming lives.

## The role and what we are looking for

Your role as the Head of Mathematics and Numeracy will be integral to the progress of all children at Oasis Restore, to deliver aspirational educational outcomes and raise numeracy across the cohort. You will be responsible for the design of a pioneering Mathematics and Numeracy curriculum that develops the needs of children, is informed by their interests, and prepares them for the future. You will launch a creative curriculum underpinned by metacognitive pedagogies, in line with the national curriculum, setting a true gold standard for learning.

Supported by a team of professionals, you will play a key role in coordinating the work of your team and specialist health to assess and devise strategies to successfully engage children in their own learning journeys. You will lead a team to deliver tailored support to all students, across the home and school, to prepare them for successful transitions into the next phase of their journey.

You will be a champion of restorative practice, placing relational connection at the heart of everything you do.

## Our Secure School

Oasis Restore is the UK's first secure school that is a proof-of-concept policy initiative funded by the Ministry of Justice (MoJ) and the Youth Custody Service. Oasis Restore's mission is to transform the life chances of children aged 12-18 years in the criminal justice system through delivering psychologically informed, integrated practice that centres on trusted, safe relationships between staff and children. Oasis Restore is a learning community that embeds hope, stability, and opportunity for children beyond the secure school. To read more about us please visit our website [www.oasisrestore.org](http://www.oasisrestore.org).

## Our offer to you

As a newly established subsidiary of the wider Oasis Charitable Trust, you enjoy the benefit of being part of national organisation that employs teachers, youth and community workers, volunteers and supports staff to reach their full potential. Oasis Restore is currently in the process of developing its long-term offer for staff, we are developing this in consultation with our leaders.

- A once in a lifetime opportunity to create, develop and grow a new collaborative and innovative values-based organisation centred on caring relationships, discovery, and community
- Integrated training, supervision and development including a comprehensive induction programme
- Small class/ group sizes
- Additional non-contact time
- Competitive annual leave scheme
- Professional development and personal growth opportunities
- Support and sharing best practice within Oasis Academies and partners
- A competitive defined benefit pension scheme
- Staff wellbeing resources and allocated time to reflect, plan and thrive at work
- Family friendly and work-life balance policies and practices
- Expenses and travel costs (as appropriate)
- Eye vouchers scheme
- Season ticket loans
- Cycle to work
- Free car parking
- We are in the process of setting up a new employee health care cash plan and employee discount scheme

## What are you waiting for? Apply today

Like what you see? Make sure you download the Application Pack and fill out our application form along with the Equal opportunities form\* and submit both documents to [recruitment@oasisrestore.org](mailto:recruitment@oasisrestore.org) before the below deadline.

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

**Closing Date: 8 am Wednesday 25th June 2025**

***Interview Dates: Thursday 3rd or Friday 4th July 2025***

***(Alternative dates are available, to arrange please contact [recruitment@oasisrestore.org](mailto:recruitment@oasisrestore.org) )***

If you have not been invited to attend interview by 5pm on Monday 30<sup>th</sup> June 2025, 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.

### **Safeguarding and Pre-Employment Checks**

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks including references and right to work checks. This post is also covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

### **Equality, Diversity, and Inclusion**

At Oasis Restore we recognise that our team is strengthened by the knowledge, experience and insights people from a wide range of backgrounds can bring. These beliefs and values are underpinned by decades of work and experience that Oasis has had in a wide range of sectors including education, housing and youth-work supported further by a wide range of independent research and studies elsewhere which evidence that creating teams with diverse experience and perspectives, and encouraging healthy debate, reduces the risk of 'blind spots' that often form barriers to success.

Oasis Restore aim is to attract and retain the very best diverse talent and role models to help create an innovative, caring and extraordinary working environment for our staff, that enables us to deliver exceptional, caring and psychologically informed learning experience for our students. We would therefore like to encourage applications from people with varied skillsets, life experiences, and from different backgrounds and sectors to help shape Oasis Restore. If you can demonstrate some of the criteria and believe you have what it takes, then we'd love to hear from you.

Given the nature of our work we also welcome applications from candidates with the following lived experience:

- Experience of working successfully with challenging people who have multiple and complex needs
- Personal experience of the criminal justice system or lived experience of the issues facing this client group (i.e. involved in gangs or knife crime).
- Knowledge of the issues facing this client group, such as gangs, knife crime, social exclusion and isolation, child criminal exploitation, adverse childhood experiences and trauma.
- Ability to actively listen and motivate young people.
- Ability to be a positive role model, demonstrating the virtues of a crime-free life to young people.

We're also very happy to answer any questions you may have so please don't hesitate to get in touch at [recruitment@oasisrestore.org](mailto:recruitment@oasisrestore.org).

*\*The Equal Opportunities Form will not be shared with anyone involved in processing your application. Please complete this as part of the application process. Please note that if you have a disability and you require this form or submitting the information with regard to this form in another format, such as in larger print, please contact the People Services team.*