



# Job Advert

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| <b>JOB TITLE:</b>       | Deployment Manger  |
| <b>SALARY:</b>          | L1 (£51,773) – L5 (57,137) + Local Government Pension Scheme |
| <b>LOCATION:</b>        | Oasis Restore secure school in Rochester, Medway, Kent.      |
| <b>WORKING PATTERN:</b> | Full time, weekday   |

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- **Are you passionate about transforming the lives of the most vulnerable children?**
  - **Do you want to be part of our new secure school, the first of its kind?**
  - **Can you see yourself playing a key role in a team that has a positive impact on the lives of those at our secure school?**

We are offering an exciting opportunity for someone with experience appropriate to the role to join the team at Oasis Restore, the first secure school in England. Oasis Restore represents a revolution in youth justice: an opportunity for children within the criminal justice system to live and learn in a restorative environment that creates the potential for them to thrive in the future. The school can accommodate up to 49 boys and girls across 12 student-style flats and offers an intensively aspirational and therapeutic environment for children remanded or sentenced within the criminal justice system. It is dual registered as a 16-19 Academy and Secure Children's Home.

## The role and what we are looking for?

Your role as Deployment Manger is crucial to the every-day running of Restore's Residential team. You will play a significant role in planning the deployment of staff who provide care to our students and lead on forecasting staff numbers, to ensure safe staffing levels are adhered to.

You will be a key member of the team, dedicated to proving the concept and practice of a secure school as part of a revolution in youth justice.

The Deployment Manager works closely with the Leadership Team who are accountable for the school's outcomes and standards. Working alongside a team of specialists within education, care, and health, you will lead on aspects of staffing planning and analysis.

## 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 with education at its core 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).

## Benefits to Staff

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.

- A mixture of one to one and group reflective practise, 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 the Local Government Pensions Scheme (a competitive, defined benefit pension scheme)
- 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.
- Receive sick leave and 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
- Blue Light Card (subject to meeting their eligibility criteria)
- 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.
- Access to our EAP and Health Cash Plan Scheme from 1st May 2025

## What are you waiting for? Apply today!

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.

Please email us at [recruitment@oasisrestore.org](mailto:recruitment@oasisrestore.org) to arrange a confidential phone call.

## 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. It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children.

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 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.*

