

Purpose, Ethos and Values

'Education is the most powerful weapon which you can use to change the world.' Nelson Mandela

Our Mission

To create and sustain a network of excellent learning communities where everyone can realise their full potential.

Our Purpose

Oasis Academies exist to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

Our Ethos

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our work is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of each of our schools. This is foundational to our belief that all people are created and loved by God as equal and unique beings, and to our commitment to model inclusion and compassion throughout all the aspects of the life and culture of each Academy community.

'The important thing is not to stop questioning.'
Albert Einstein

Our Values

The Oasis Community Learning ethos is rooted in a number of core beliefs and values which arise from our purpose statement. Our goal is that these will permeate every aspect of the Academies' life, curriculum, building design and use. We will continuously measure and evaluate our performance using these beliefs and values as our guide:

Staff. Our best assets are our people, recruited because they are the right people for the job – people focused on children learning and succeeding. We aspire to treat them in a way that values them as our best asset.

Diversity. We value each individual and will protect their right to freedom and choice. We will work actively against discrimination and social exclusion and seek equal opportunity for all. Therefore we will respect the beliefs and practices of people of faiths other than Christianity and work to ensure that each Academy provides a welcoming environment for students of all faiths and none. We have a commitment to diversity and reflect this in the way we deliver school.

The Environment. We believe that it is our duty to respect the environment through a commitment to sustainability and bio-diversity. We will therefore exercise wisdom, integrity and responsibility in the use of all of the resources entrusted to us.

Learning. We are committed to the belief that everyone is a learner – whether student, staff or member of the local community. We, therefore, aspire to create a learning environment where all 'want' to learn rather than 'have' to learn by developing education tailored to the individual needs of each learner. We want to enable every child to realise their God-given potential and are therefore committed to their holistic development.

Responsibility. We will seek to ensure that all students and other users of the Academies' resources understand that each person thrives best when they take responsibility for their own learning, behave in a way that considers the needs of others and exercise appropriate self-discipline.

Educational Balance. We believe that it is our responsibility to help every student to realise their potential. We place equal value on personal development, preparation for life after school and academic progress and are committed to providing personalised learning programmes for all our students.

Innovation. We will encourage creative vision, thinking and problem solving, seeking to pioneer new methods, develop fresh perspectives, and embrace innovation, change and challenge.

Enterprise. Every aspect of our curriculum will work to develop young people who are entrepreneurs and are well prepared not just for the world of work but also for living life as a whole. Our commitment is to develop informed and active learners with a strong sense of self-confidence who can explore questions, seek solutions and make informed decisions.

Integrity. We believe that honesty, openness, respect for others and servanthood are essential ingredients of a mature, entrepreneurial spirit.

Community. We seek to contribute to the economic, social and spiritual development of the local community working in partnership, wherever appropriate, with other local bodies and agencies to maximise integration and impact. As part of our commitment we will develop full service education, extended learning opportunities for the whole community, wrap-around care and other facilities.

Inclusion. We are committed to providing an environment which is open to all and specifically recognises and meets the requirements of those who need extra/special support for learning. Our focus will always be on how we create and sustain an inclusive community.

Partnership. We believe that achieving excellence in education is the outcome of partnership between pupils, parents, other schools and an Academy. (Each Academy is, itself, a partnership between Oasis Community Learning, the DfES and the local LEA.) Therefore we will develop an environment where parents/carers are positively engaged with us in supporting each student. We will, at the same time, place an emphasis on out-of-school youth work within the local community in partnership with the local authority and other local organisations.

Teamwork. We value collaboration. Each individual has a unique contribution to make to the Academies' life - together we form the Oasis Community Learning team. The wider Oasis family stretches beyond the UK, so collaboration would extend to Oasis schools that are being run around the world, as well as other projects.

Leadership. We believe that the delivery of our vision and the development of good teamwork are dependent on the quality of leadership at all levels of the Academies' life.

Health. We will encourage all our students, staff and other community users of our Academies to develop and maintain healthy lifestyles. Our environment, curriculum and culture will reflect this commitment.

Excellence. We believe that excellence in education is achieved through a blend of high-quality facilities and outstanding teaching professionals mixed with clear leadership, a positive affirming environment and the commitment to identify and develop talent. This means that we expect the highest standards of work, behaviour and commitment to school life from all our pupils.

Fun. We believe that all people work hardest and learn best when they enjoy what they are doing. We will therefore seek to encourage the celebration of learning.

The following Faithworks Charter is the working expression of our ethos statement.

The Faithworks Charter

Motivated by our Christian faith we commit ourselves to serve others by aspiring to the following standards in all our community work.

We will provide an inclusive service to our community by:

1. Serving and respecting all people regardless of their gender, marital status, race, ethnic origin, religion, age, sexual orientation or physical and mental capability.
2. Acknowledging the freedom of people of all faiths or none both to hold and to express their beliefs and convictions respectfully and freely, within the limits of the UK law.
3. Never imposing our Christian faith or belief on others.
4. Developing partnerships with other churches, voluntary groups, statutory agencies and local government wherever appropriate in order to create an effective, integrated service for our clients avoiding unnecessary duplication of resources.
5. Providing and publicising regular consultation and reporting forums to client groups and the wider community regarding the effective development and delivery of our work and our responsiveness to their actual needs.

We will value all individuals in a way that is consistent with our distinctive Christian ethos by:

1. Creating an environment where clients, volunteers and employees are encouraged and enabled to realise their potential.
2. Assisting our clients, volunteers and employees to take responsibility for their own learning and development, both through formal and informal training opportunities and ongoing assessment.
3. Developing an organisational culture in which excellence and innovation are encouraged and rewarded and individuals learn from any mistakes made.
4. Promoting the value of a balanced, holistic lifestyle as part of each individual's overall personal development.
5. Abiding by the requirements of employment law in the UK and implementing best employment practices and procedures designed to maintain our distinctive ethos and values.

We will develop a professional approach to management, practice and funding by:

1. Implementing a management structure which fosters and encourages participation by staff at all levels in order to facilitate the fulfilment of the project's goals and visions.
2. Setting and reviewing measurable and timed outcomes annually, and regularly to evaluate and monitor our management structure and output, recognising the need for ongoing organisational flexibility, development and good stewardship of resources.
3. Doing all we can to ensure that we are not over-dependent on any one source of funding.
4. Implementing best practice procedures in terms of Health and Safety and Child Protection in order to protect our staff, volunteers and clients.
5. Handling our funding in a transparent and accountable way and to give relevant people from outside our organisation/project reasonable access to our accounts.

'Education is not the filling of a pail, but the lighting of a fire.'
W.B. Yeats