

Why should you work at Oxford Spires Academy?

At Oxford Spires, we create an uplifting and inspiring work environment where we collaborate and have a great sense of team belonging!

We provide excellent professional development

We offer all our staff a bespoke CPD programme tailored to their individual needs. This might include peer support, opportunities to work collaboratively within and across departments, undertaking a Masters Programme or engaging with university or school-based research to help develop their teaching.

We are a research engaged school

Research and evidence about 'what works' are at the heart of our school ethos. We offer teachers the opportunity to engage with education research, both through formal university research as well as through practitioner-led school-based research. Our expert research leads offer peer support to our staff, helping them to design, plan and write up their research projects. We have a research showcase at the end of each year to celebrate and share all our work.

We offer promotion/career development opportunities

At Oxford Spires, we like to develop and promote our staff. Ambitious staff will have support, training and mentoring to ensure that they flourish when undertaking new challenges.

We take care of our staff

Staff wellbeing is extremely important to us. We offer many extra benefits to staff, from the 'Ride to work' bicycle scheme to providing childcare vouchers.

We deliver outstanding academic progress and personal development for our students

In terms of our academic results, we are a school going from strength to strength - last year Oxford Spires Academy secured an award for being in the top 20% of schools nationally for progress made by students in GCSE. Although we deliver excellent academic progress for our students, we also offer a broad curriculum and a wide range of extra-curricular opportunities.

"Students thrive on the opportunities to participate in activities such as sports day, charity events, poetry competitions and art exhibitions"

– Ofsted report 2013

We have a strong ethos of respect with impeccable behaviour from students

Behaviour in our school is excellent. We have strong systems in place to ensure that teachers do not need to waste their teaching time on managing behaviour. Students are committed to their learning and have strong relationships with their teachers.

"There is a warm rapport between teachers and students. Students appreciate the good teaching they receive and take learning very seriously. Students work purposefully in lessons: they want to learn and they know how important it is to make progress."

– Ofsted report 2013

What is CfBT Schools Trust (CST)?

CfBT Schools Trust is a collaborative family of 19 schools (8 secondary, 11 primary). Our mission is to enable children and young people to achieve personal and academic excellence. We work with schools at all stages of effectiveness and expect all of our schools to be on a journey towards excellence.

Excellence – Integrity – Accountability - Collaboration

CfBT Schools Trust is a values-based organisation and our four values underpin everything that we do.

Why work for CST?

Professional development for our staff

CST is committed to the professional and career development of all staff across its schools. We are committed to providing a wide range of opportunities for promotion within the Trust, including innovative alternatives to traditional school leadership roles such as Research Leads, Improvement Champions and Subject Specialists working across clusters of schools. We help all our practitioners find the right development opportunities to ensure they progress in their careers.

Collaboration and collective responsibility

Sharing insights and best practice across our family of schools is a cornerstone of CST's collaborative ethos. Subject leaders come together at termly forums to share good practice and moderate student work and all our schools benefit from smaller improvement partnerships through the Schools Partnership Programme, run by our lead sponsor CfBT Education Trust. These partnerships provide opportunities for closer collaboration between practitioners, including joint research projects and school-to-school support.

International opportunities

Our primary sponsor, CfBT Education Trust, is an international charity which exists to make a difference to the lives of learners across the globe. CfBT Education Trust works in more than 80 countries which means that CST schools have unique access to international networks. We actively encourage practitioners to adopt a global view of learning and engage with international opportunities, whether through secondments, taking up travel bursaries, or getting involved in supporting CfBT Education Trust's work from the UK.

Research and evidence-based professionalism

Evidence-based professionalism is an important part of our approach. As a research-driven organisation we value and encourage the further study and research of our teachers, and every school in our Trust has a Research Lead responsible for supporting the use of research in their school. Our unique relationship with CfBT Education Trust – a not-for-profit organisation that each year invests up to £1 million of its surpluses into educational research - gives CST Research Leads privileged access to the research team at CfBT central office through an annual programme of training. CfBT Education Trust also has a strong track record of publishing practitioner research, and so can support CST practitioners to disseminate their work.

Research/travel bursaries

CfBT has awarded a number of research bursaries to its teaching staff:

- In 2013, Jason from Ely College went to Finland and Sweden to research student-led learning.
- John went to Brunei to research how English was being taught as a second language in Primary schools.
- Morwenna (The Deepings) and Katherine (Oxford Spires) went to Brunei and Malaysia to research the differences in library provision.