



Dear Candidate

I am delighted that you are considering Oxford Spires Academy as a place for your future employment. We are a very popular choice for both teachers and support staff because we have an excellent reputation for friendliness, collaboration and support. NQTs write in requests for vacancies after undertaking their internship at Oxford Spires and we are fortunate to have competition for vacancies when they arise. The staff at Oxford Spires work hard and enjoy their work; they support each other, Co- plan, self and peer coach and enjoy achieving success together. Over the last few years we have moved to a highly effective system of distributive leadership, solutions are found and decisions made at the most direct point where needed. We work, therefore, to ensure that all teachers are given simple clear data, vision and the time, freedom and support to drive their own success.

Our house system which engages a strong sense of belonging from the students is also a strong family unit for staff. Staff enjoy the competitions and the sense of camaraderie from belonging and competing in a strong house identity.

The key thing that staff say they treasure about Oxford Spires is not only the staff themselves but the excellent relationships with students. They are a delight to be amongst. The students are courteous, grateful, hardworking and aspirational. It is uplifting to be amongst them and to be making a difference. If your vocation is teaching or supporting the success of students in any way then I highly commend this school to you and look forward to receiving your application. Come and enjoy the family and success that is Oxford Spires.

As a CfBT academy we are very fortunate to be part of a very strong network of school improvement under the guidance of Andy Yarrow. With this also comes opportunities in research, as lead teachers and for international visits. We are concerned for teachers' careers and motivation and as such work with individuals to enable them to flourish using their skills and to find the niches and experiences that develop staff in line with, their interests and strengths and our motto to be the best that you can be.

We look forward to receiving your application.

Marianne Blake
Principal