



Co-op Academy
North Manchester

Lead Practitioner In Science Candidate Pack

Together, we have the highest aspirations and expectations so that everyone achieves excellence in all they do and is equipped to lead happy and successful lives."

"WORKING TOGETHER FOR THE BEST IN EVERYONE"

Welcome

Dear Candidate,

I am delighted that you have shown an interest in our Lead Practitioner of Science vacancy here at Co-op Academy North Manchester.

Co-op Academy North Manchester's vision is 'Together we have the highest aspirations and expectations so that everyone achieves excellence in all they do and are equipped to lead happy and successful lives.' The vision and values of the academy and those of Co-op Academies Trust are at the heart of all that we seek to achieve and are evident throughout the school.

You will be joining us at an exciting time as the academy enters a period of growth. Together we have been really successful but now we need to increase our Teaching capacity so that we can secure an even better future for our pupils, staff and wider community.

Here at Co-op Academy North Manchester, we take time to know our pupils and have the highest expectations and aspirations for them. Our pupils are polite and courteous and excellent relationships are at the heart of our success. The academy prides itself on offering a rich curriculum that includes an extensive range of extra-curricular activities and clubs for all pupils which promotes their understanding of the world in which they live and the difference that they can make within it. Our Safeguarding/PSHE/SMSC and Careers curriculum is a strength of the academy and pupils develop a range of skills that enable them to be confident to be who they want to be.

Strong leadership has been at the heart of our success. Our leaders are committed and reflective individuals who are themselves empowered, but who also have the ability to both inspire and empower others to realise our academy's vision. We understand and implement the Co-op Ways of Being of: 'succeed together', 'show you care', 'be yourself always' and 'do what matters most', understanding the unique importance of each as well as how they must be implemented together to ensure that success is achieved in the 'right' way.

We do hope that once you have read the information provided in this pack, you are excited by the prospect of joining us and are keen to be a part of our next chapter. A recruitment and retention package may be available for a suitably skilled and experienced candidate.

If you would like to experience the academy first hand please contact Michelle Campbell-Jones, PA to the Leadership team at michelle.jones@coopacademies.co.uk to book a tour of the academy.

With warmest wishes,

Sharon Hands
Principal

Ofsted Report - <https://reports.ofsted.gov.uk/provider/23/142762>

"Pupils' behaviour is good.
They are courteous, happy
and confident. Pupils
'conduct around school and
attitudes to learning
are positive"

Ofsted 2019



Our Trust

Through a great education The Co-op Academies Trust are changing the lives of young people across the North of England. Built on the same principles as all co-operatives across the world, we work to empower our staff and our young people to work together for a better education and a better community.

They have consistently been one of the highest performing multi-academy trusts in the Government's Multi-Academy Trust League Table, also being recognised by the Sutton Trust Charity and the Education Policy Institute as one of the top performing multi-academy trusts for disadvantaged pupils.

What makes our Trust unique is that we are sponsored by the Co-op Group. That close relationship means that we benefit from all of the business expertise that has seen the Co-op grow to one of the most respected, ethically driven and successful businesses in the country.

You can find out more about our Trust by visiting www.coopacademies.co.uk

Curriculum

"Positive relationships extend to lessons, where pupils are confident to ask questions, express views and read aloud."

Ofsted 2019

The curriculum at Co-op North Manchester is designed to ensure that pupils receive an excellent education. The curriculum is broad and balanced to give pupils the opportunity to explore a range of subjects over the course of a 3 year KS3 before specialising in KS4. It is our belief that each subject discipline offers valuable knowledge, skills and experiences that are unique to it and all of our pupils are entitled to access to this. All subjects are taught by subject experts who have a clear understanding of what pupils need to know, understand and be able to do to make progress in their subject. Subjects are delivered with high levels of authenticity and subject leaders focus on what it means to be an expert in their subject before providing opportunities for pupils to develop in this way. As a specific part of our curriculum pupils in year 7 and 8 follow our reading curriculum which is time dedicated for them to read, be read to and develop a love of reading. Pupils are given the opportunity to read full novels, develop their fluency and vocabulary.

Mr B Sinnott

Vice Principal Quality of Education

Learning Outside the Classroom

Leaders plan an extensive range of extra-curricular activities and clubs for pupils. These comprehensively cater for pupils' wider academic, cultural, artistic and sporting interests. As a result, pupils, including disadvantaged pupils and those with special educational needs and/or disabilities (SEND), regularly participate in the activities provided"

Ofsted 2019

Here at Co-op Academy North Manchester we believe that Home Learning enhances pupil learning by increasing fluency and independence. Home Learning is carefully planned and as such is an integral part of the curriculum. Home Learning supports pupils in developing detailed knowledge and skills. Similarly our remote education offer given to pupils is demanding and match the aims of the in-class curriculum. We also offer a large number of extra-curricular clubs, trips and visits that pupils can be involved in over the course of the year. There are clubs which are directly related to subjects that pupils study, and those which are not. The variety on offer makes sure that the interests and needs of all our pupils are catered for.

Mr M Thompson

Assistant Vice Principal Teaching & Learning

Science at Co-op Academy North Manchester

Our vision at Co-op Academy North Manchester is to ensure that every pupil leaves our care empowered to lead happy and successful lives. The Science department aims to provide pupils with the knowledge and critical thinking skills required to understand the world around them. We seek to nurture pupils existing curiosity through a balance of practical and theoretical work. Our teaching aims to ensure pupils have a deep understanding of scientific ideas and can apply them to a broad range of contexts.

Ms L Hitchcock
Head of Science

"pupils speak, read and write with growing accuracy, confidence and fluency"

Ofsted 2019

Safeguarding

“A strong culture of safeguarding exists throughout the school. Pupils say that staff know them and care about their well-being”

Ofsted 2019

We take safeguarding very seriously at Co-op Academy North Manchester and it is important to us that all pupils feel happy and safe in and out of school. We have a large team who are trained in all aspects of safeguarding and we have a comprehensive continuing professional development package to ensure we are always up to date and current. I am often asked by people what the challenges of being a safeguarding lead in an inner city secondary school are but I always remind people that in our school, we work to our belief that safeguarding is everyone's responsibility and we work hard together to keep children safe. If you want to work in an environment where no two days are the same but every day is rewarding, then do consider applying.

Mr M Halshaw

Assistant Vice Principal Behaviour & Safeguarding and Designated

Mental Health & Wellbeing

“Bullying records show that incidents of bullying are followed up and resolved effectively.”

“Pupils are taught how to keep themselves safe from the risks of exploitation, including when using social media”

Ofsted 2019

We have always been at the forefront of looking after both pupil and staff mental health and wellbeing and we have extended this even further in recent years. We have a range of workload and wellbeing strategies, ways of working which keep us connected as well as a very strong employee assistance offer. Here at Co-op Academy North Manchester, we value the individual and ensure that we have access to counselling services, our resident EP as well as lots of events such as Time to Talk, our Mile Walk and other therapeutic services which benefit pupils in many ways. We are really proud of our mental health and wellbeing offer. If you believe, as we do, that mental health and a strong sense of identity and community is as important as academic success or physical health, then we'd love to hear from you.

Mrs S Fiddler

Assistant Vice Principal Behaviour & Community

Behaviour and Attendance

“Pupils enjoy school, attend regularly and learn well”

“The actions of leaders to improve the attendance of pupils, which was previously extremely low and a major factor contributing to their weak progress, is now consistently good”

Ofsted 2019

The tools for strong attitudes to learning such as resilience, confidence and self-esteem are encouraged and developed as part of Co-op Academy North Manchester's curriculum. As a Maths teacher myself, I find my time in the classroom stimulating and rewarding. The strength and quality of relationships, underpinned by the respect and trust between staff and pupils ensures that teaching at the academy is an extremely enjoyable experience. We work hard to instil high levels of engagement in the classroom and are committed to ensuring that pupils are challenged if we think they could improve. The academy needs staff who are committed to bringing out the best in our pupils and who will have the highest of expectations of them; if that's you, then please get in touch.

Ms R Hepworth

Vice Principal Behaviour, Personal Development & Welfare



Our CPD Offer

Whether you are an Early Careers teacher, an RQT or an established classroom practitioner, at Co-op Academy we are committed to your professional development. Our in house CPD programme is a strength of our Academy. We work together as a whole staff, in departmental and pastoral teams and in other smaller groups to debate teaching and develop our leadership skills. At present, examples of our offer include:

- ⇒ Whole school CPD
- ⇒ Termly Lesson Study cycles where teachers work to plan, teach and refine lessons and sequences of learning, sometimes in departments and sometimes across the school.
- ⇒ Subject knowledge enhancement experiences such as visits to other schools
- ⇒ Engagement in wider education research
- ⇒ A planned series of IRIS film clubs where staff come together to share approaches and debate teaching and learning
- ⇒ Whole school instructional coaching
- ⇒ Access to 1:1 Teacher Coaches
- ⇒ Access to 1:1 observations of colleagues
- ⇒ A range of bespoke training provided by the Academy Trust to meet individual needs including subject conferences, subject knowledge events and pupil centred learning events.
- ⇒ Job shadowing to support career aspirations
- ⇒ Teach Meets and Teach Eats providing opportunities to share and learn from colleagues across the school and other Academies
- ⇒ External courses such as those offered by the PTI, The National College, exam boards or other professional bodies
- ⇒ 'Leadership at all levels' course for any member of staff who is an appraiser or who wishes to develop their leadership skills. Three internally facilitated sessions, one per term
- ⇒ The opportunity to attend middle leader session to prepare for becoming a TLR post-holder
- ⇒ A range of course for middle leadership which are both internal and externally facilitated

Wellbeing

Wellbeing is articulated in the cornerstone of our vision in terms of everyone leading 'happy and successful' lives but we also recognise that a 'one size fits all' approach is not appropriate. What would be useful for one person may not be what another needs in order to feel happy and confident. We respect each other, our environment and ourselves and our wellbeing offer underpins that commitment. To ensure the Academy is a healthy and safe place to be means that our wellbeing offer is varied, personalised and changes dependent on the needs of the people in the organisation at any one time.

Examples of some of the approaches we use to support mental health and happiness:

- ⇒ Time to talk
- ⇒ Access to counselling service
- ⇒ Mile walk
- ⇒ Mindfulness
- ⇒ Free tea and coffee
- ⇒ Policies contributed to by staff
- ⇒ Your Voice Survey
- ⇒ Our commitment to a values led organisation
- ⇒ An extensive extra curricular offer
- ⇒ CPD programme
- ⇒ Workshops on identity, diversity and community
- ⇒ Parent support for issues such as e-safety, self-harm and self esteem

Middle Leadership

Our middle leadership works closely with the Senior Leadership team and there are opportunities to work on development across school. There are a number of training opportunities available such as:

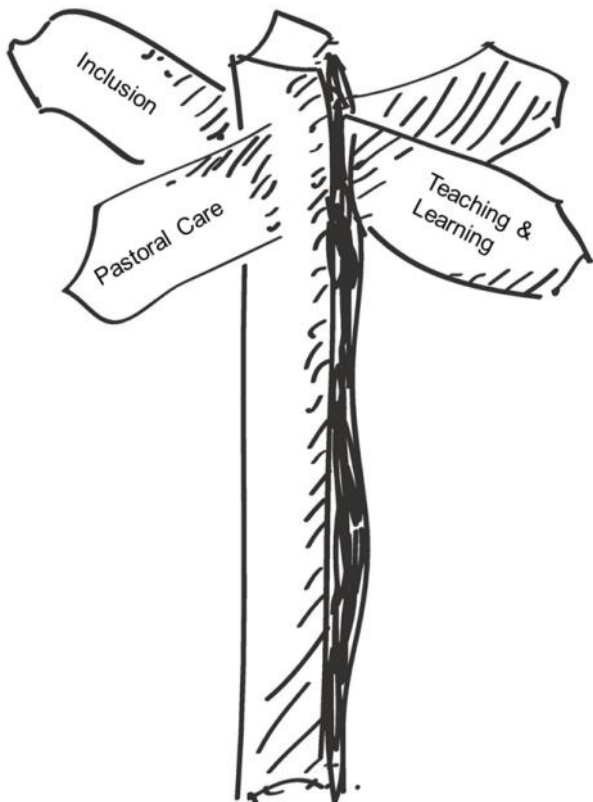
- The CSLE programme - the Co-operative Senior Leadership in Education programme
- NPQSL
- Job shadowing and working with those we host on leadership residencies
- Weekly Middle Leader training and contribution to leading elements of these
- NCE Levels 3, 5 and 7
- NPQs



Leadership Development

At Co-op Academy North Manchester, all staff, are encouraged to lead in a variety of ways. Leading some, part or even a whole of one of the experiences listed allows you to:

- Work with pupils whom you may not necessarily teach
- Build strong relationships
- Collaborate with staff in different subjects and roles across the Academy
- Be an important part of providing the rounded education at the heart of our vision and values.



Being committed to leading in the classroom is one thing, investing time in pupils beyond that to develop them as leaders is extraordinarily powerful.

Take a look at our 52 ways you can lead on the next page. There are many, many more and we are always open to new ideas and approaches.

Our 52 suggestions are just that but they do allow us to work across the pastoral and academic spectrums and work with young people as the whole child. It's also what pupils remember when they leave and ask for more of when they talk to us in 5 a day.

52 ways to lead

Trip or Visit	Charity Event	Pastoral Meeting	Assembly
Intervention	Lunchtime club	Sporting club	STEM activity
Teachmeet	Eco Club	Arts project	Blog
Lecture	IRIS group	Reading group	Literacy activity
Co-op project	CPD session	Masterclass	Transition
Social Action Project	Extra-Curricular Activities	Teaching & Learning group	Rewards initiative
Lesson Study trio	Research-based project	Theatre experience	Mental Health First Aid
Learning Environment	How to revise session	Enterprise project	Anti-bullying ambassadors
Fundraising Campaign	Staff/Pupil event	Coaching group	Attendance initiative
Fairtrade project	Presentation to leadership	Give a pupil lecture	Homework hub help
Inter-form competition	Working party	Department Meeting	Year group challenge
Homework initiative	Ways to say thank you	Pupil voice activity	Scheme of Learning
Cross-curricular activity	Campaign e.g. plastic reduction	Guest event e.g. poet, artist, speaker	Events/activities for the community



Co-op Academy
North Manchester

"Leaders promote positive values clearly and consistently. They support a culture where pupils are confident, considerate of others and hard-working"

Ofsted 2019

Lead Practitioner of Science Job Description
Salary: LP3 to LP7 (£43,826.00 to £47,156.00 per annum)
Location: Co-op Academy North Manchester

Purpose of the role

Teaching Science is a key role within the academy, ensuring that the academy's vision of excellence and success is achieved within this core department. Through having the highest expectations, they will be able to continue to drive up standards of achievement, attainment and enjoyment for the subject so that all pupils can make exceptional progress. We are oversubscribed and were judged to be a good school in our recent Ofsted inspection.

We are looking for a candidate who demonstrates unconditional positive regard for young people and who has the highest expectations of themselves and others and with an ambition to make a difference. You will have the opportunity to lead within the department and to further develop it. You will be joining a team of highly skilled and committed professionals who are relentless in the pursuit of excellence to improve the life chances of our pupils. You will have excellent interpersonal skills and will be highly effective in promoting and securing excellence for all. You will have the drive and ambition to help drive forward excellence in teaching and learning within the Science department.

Built in 2012, the academy is set on nine acres of land, and boasts a range of creative spaces which could be utilised by the successful applicant. Since March 2016, the academy has been part of The Co-op Academies Trust and embodies the vision and values of the Trust through all it seeks to achieve. We are now proud to be a Good School. A significant benefits package is also available to the successful candidate.

We are proud of our career and professional development offer which staff at all levels can benefit from. You will be engaged in our CPD offer and other whole school opportunities for professional development also exist, alongside a bespoke package due to us being a part of The Co-op Academies Trust.

Our core values of Respect, Commitment and Trust are at the heart of all we do and our vision of excellence permeates our drive to ensure the highest outcomes for every student. This is a key post in ensuring that the Academy continues to move from strength to strength.

We are proud to be part of the Co-op Academies Trust and the successful candidate will have the chance to meet with staff from other trust schools and enjoy benefits of being part of the Co-op.

Shaping the Future

As a Lead Practitioner in Science you will work with the Head of Science to create and deliver a shared vision for the development of the department, an excellent teaching and learning offer in Science and improved outcomes for all pupils.

- Developing the strategic vision and direction for the department, based on research and analysis of contextual need.
- Ensuring that the Science department reflects the Academy's vision and values and those of our Trust.
- Playing an active role in raising the aspirations and ambitions of our pupils, their families and carers and the local community.

Specific Areas of Responsibility

Teaching and Learning

- To work closely with other colleagues to drive improvements to teaching and learning across the department.
- Contribute to the professional development of colleagues through dissemination of materials and advise on classroom practise.
- To provide support for, and improve the quality of, teaching and learning across the school.
- To provide model lessons and disseminate good practise across Science.
- To ensure feedback from CREATE, Lesson Study and work scrutiny is appropriately reflected in teachers planning.
- To support staff teaching in the school to consistently and effectively use a range of appropriate strategies for teaching and classroom management.
- To act as a mentor/coach to others within the department and to liaise with external bodies to deliver the Early Careers Framework and ITT opportunities.
- To lead professional development both within the department and within the wider school community.
- To maintain expert knowledge of teaching and learning and promote discussion on current research with other staff.
- Develop schemes of learning that enable the curriculum throughout both Key Stages to be effectively implemented.
- To understand and promote links between the subject and the wider curriculum (E.g. Numeracy and Literacy)
- To promote excellence in all areas of the Science curriculum.
- Work closely with the Head of Science to plan, implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for all pupils and ensure that the implementation of this meets the desired intent.
- Be an effective Line Manager, ensuring that the Science department's vision for excellence is embedded across the department in liaison with the Head of Science.
- Support the Head of Science in delivering a curriculum which inspires pupils and enables them to attain highly.
- Contribute to the academy's lesson study working groups to develop practise across the subject area
- Draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues and implement these across areas of practise.
- To lead department meetings and contribute ideas for developing others.
- To act as a mentor/coach to others within the department and to liaise with external bodies to deliver the Early Careers Framework and ITT opportunities.
- To build effective links with other organisations so that pupils' knowledge and understanding of Science is enhanced.

The key area(s) responsibilities for the post of Lead Practitioner will be identified by the Head of Science in conjunction with his/her Line Manager at the start of every academic year. This will enable the Lead Practitioner to lead on key areas for development within the subject in line with the Academy strategic improvement plans and priorities.

It is expected these roles and responsibilities will change annually or biennially.

Other responsibilities of a Lead Practitioner

- To work professionally and effectively as part of Science and the wider academy staff team.
- To be a positive professional role model for all pupils.
- Treat all pupils with dignity, building and modelling relationships rooted in our vision and values.
- Have regard for all policies and procedures.
- To be a form tutor to an assigned group of pupils and carry out that role in line with academy policy.
- To carry out supervision duties as directed in the academy duty rota
- To contribute to regular reports to parents on the progress, attainment and development of pupils taught.
- Continue your own professional development in relevant areas including subject knowledge and teaching/learning methodology.
- Engage actively in the academy appraisal process.
- Engage actively in the academy CPD program to develop skills and improve practise.
- To contribute to the planning and delivery of teachmeet events within the academy.
- To model best practise through the use of IRIS within the classroom.
- Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy
- Communicate effectively with parents and carers.
- Be familiar with, and follow, all academy policy and practise to ensure a consistent high standard approach to all aspects of the academy.
- Contribute to the preparation of subject improvement plans, policy and practise as part of the subject team.
- Play a full part in the life of the academy, to support its vision and values and those of the Trust.
- Attend academy events and activities.
- Any other reasonable requested made by the Principal.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.



Person Specification

	Essential	Desirable
<i>Qualifications, Educational, Training</i>	<ul style="list-style-type: none"> Degree in a relevant subject and teaching qualification. Recent relevant in-service training. 	<ul style="list-style-type: none"> Post-graduate qualification. Professional qualification e.g. "Leading From The Middle", Coaching Skills.
<i>Relevant Experience</i>	<ul style="list-style-type: none"> Successful teaching experience including the teaching of subject to GCSE level . Contribution to the work of the subject area including involvement in course planning, development and evaluation. 	<ul style="list-style-type: none"> Ability to teach subject to advanced level. Experience of responsibility within the subject or other relevant area. Evidence of a contribution to wider educational issues.
<i>Knowledge, skills, abilities</i>	<ul style="list-style-type: none"> Excellent classroom practitioner. Very good oral and written communication skills. Ability to exercise control in the classroom and encourage good behaviour. Ability to generate enthusiasm for the subject and for learning in general. Ability to work as part of a team. Ability to plan, organise, review and adapt. Excellent ICT skills. 	<ul style="list-style-type: none"> Evidence of improving others' practice. Proven track record of strong pupil progress.
<i>Leadership</i>	<ul style="list-style-type: none"> Ability to lead a team. Ability to motivate, support and inspire trust in others. Ability to confront and resolve problems. Experience of line management and developing others. Experience of leading initiatives beyond their own classroom. 	<ul style="list-style-type: none"> Ability to innovate and manage change. Ability to lead initiatives across the academy. Completed an education or leadership based research project. Ability to lead CPD courses within the academy.
<i>Others</i>	<ul style="list-style-type: none"> A passionate commitment to develop the best in young people. Tact and diplomacy in all interpersonal relationships with the public, pupils and colleagues at work. Personal commitment to the academy's professional standards and code of conduct. A commitment to further training and a willingness to participate in relevant CPD. Willingness to be engaged in partnership and community activities. Commitment to the aims and ethos of the academy. A positive approach to challenges, which seeks solutions to problems and addresses difficulties with cheerfulness and good humour. Flexibility and a willingness to be involved in change To be prepared to work flexibly outside the academy hours. Experience of the role of form tutor. 	
<i>Safeguarding</i>	<ul style="list-style-type: none"> Willingness to consent to apply for an enhanced disclosure CRB check. Commitment to demonstrating a responsibility for safeguarding and promoting the welfare of young people. 	

Additional Information

General Enquiries

Any general enquiries should be directed to Michelle Campbell-Jones at michelle.jones@coopacademies.co.uk

Informal Discussion

If you are interested in applying and would like to have an informal discussion about the role with the Principal please contact Michelle Campbell-Jones.

How to Apply

All applications must be made using the Trusts application form, which can be found on our website.

Please return your completed application electronically to noma-jobapplications@coopacademies.co.uk

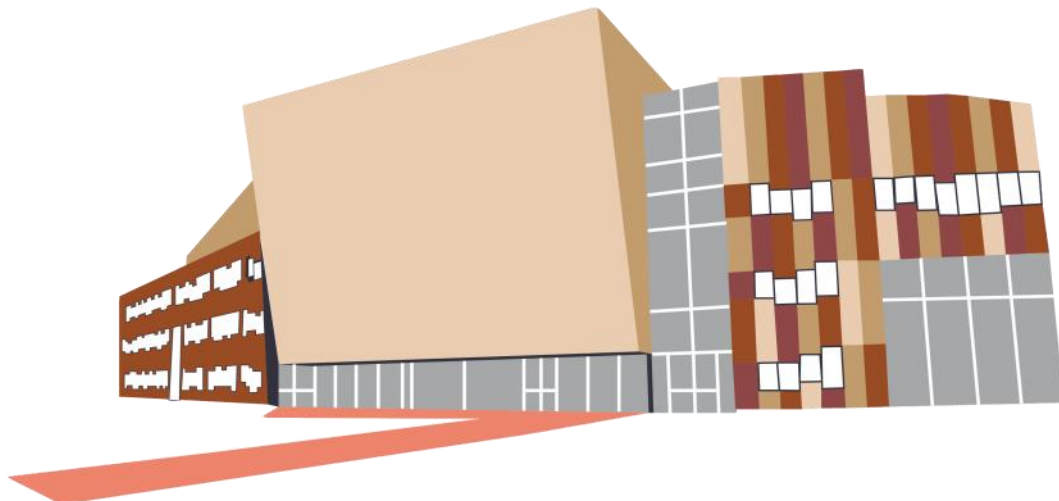
All applications will be acknowledged on receipt.

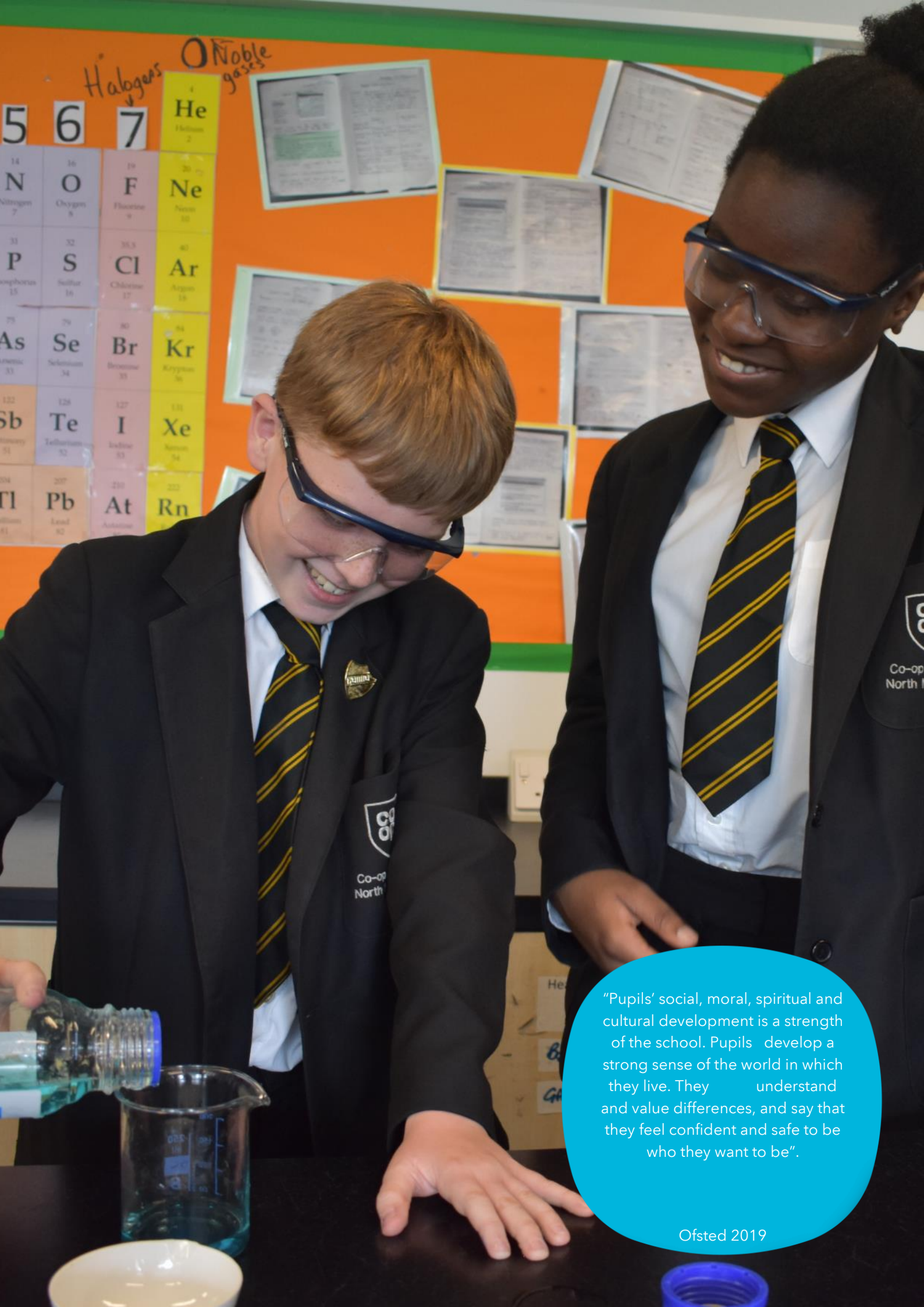
The closing date for applications is 9am on Friday 20th May 2022

Interview timetable

The recruitment panel will agree a short-list of candidates who will be invited to an interview week commencing 23rd May 2022.

Co-op Academies Trust as an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to co-operative values and principles.





"Pupils' social, moral, spiritual and cultural development is a strength of the school. Pupils develop a strong sense of the world in which they live. They understand and value differences, and say that they feel confident and safe to be who they want to be".

Ofsted 2019

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