



Academies Trust

Co-op Academy
Delius
Teacher SEN Vacancy



Welcome

Dear Applicant,



I am delighted that you are interested in the role of class teacher at Co-op Academy Delius.

Co-op academy Delius is a Primary Special school for pupils aged 2-11yrs in the city of Bradford. The academy is based across two sites, one in BD3 and one in BD7.

This is a fantastic opportunity to join our ambitious and successful teaching team.

As an academy we are committed to providing our employees with opportunities to continue their professional development and I can proudly say that as a result of this many staff secure career progression within the academy when opportunities arise.

Following a recent positive Ofsted inspection in September 2023, it is an exciting time to join our school as we continue on our journey to become an outstanding school where children and young people can thrive and achieve their full potential.

We are looking for talented and dedicated individuals who can support our ambitious vision for the future. I look forward to receiving your application to join our team of staff who are committed and have the drive to provide the highest quality of education, environment and experiences for the exceptional pupils who attend our academy.

Our academy is full of incredibly talented pupils and staff who are seen and known as individuals and I encourage you to explore our website to learn more about our academy which is a truly amazing place to learn or work.

If you would like to visit or discuss the role informally with myself, please contact Angela Malloy in the first instance on 01274 666472 or via email angela.malloy@coopacademies.co.uk to arrange.

With best wishes

Emma Hardaker

Headteacher

Our Co-op Academies Trust

Dear Applicant,

Thank you for showing interest in our academy and our Trust.

The Co-op Academies Trust is a multi-academy trust operating across three hubs: Greater Manchester; West Yorkshire; and Staffordshire and Merseyside. We currently have 33 schools across the regions including secondary, primary and special schools plus a sixth form college. This makes us one of the most diverse multi-academy trusts in England.

The Co-op Academies Trust is governed by a very experienced Trust board consisting of senior members within education and business; about half the members work in senior leadership positions within all areas of the Co-op. Our Trust has a commitment to deliver a three-year strategic plan, developed in 2022, which gives a strong direction of outcomes needed in all areas, community impact and a moral code of practice for all members of Co-op Academies Trust to adhere to.

All our academy governing councils have a Chair of Governors from the Co-op as well as two to four Sponsor Governors. Each hub is led by a Regional Director - a proven leader of schools and an outstanding practitioner with a track record of improvement in education.

Within our leadership team, we have a National Leaders of Education (NLE) and a former NLE. We have a well-developed school improvement offer, including access to 18 different specialist directors. We have the full support of the Co-op who offer a range of services to all our academies, including enrichment opportunities, seconded staff, resources and expertise in the areas of education that overlap with commerce.

Most of our academies have a history of being in very difficult circumstances with many of them serving deprived communities. As well as bespoke individual plans to support academies, we offer school improvement strategies across the Trust that includes school-to-school support, links to external sources of expertise and internal directors. We want the very best for our academies and the diverse communities we serve, with the highest of ambition and aspiration for all students.

Throughout all of our academies you will clearly see our strong core vision and values called the Ways of Being, giving the Trust an ethical code that every stakeholder buys into and engages with.

Good luck with your application and thank you for considering Co-op Academy Trust as the next stage in your career.

Best wishes,

Dr Chris Tomlinson | [Chief Executive Officer](#)

Our Co-op Values

All our values are based upon the values of the Co-op Group which will inform our behaviours.

- **Self-help:** We do not expect to be spoon fed – we will try to do things for ourselves in the right way and at the right time.
- **Self-responsibility:** Everyone should act in a responsible way around the academy site and in the local community. We take responsibility for our own learning; we want to become independent learners. Self-help; Self-responsibility; Democracy; Equality; Equity; Solidarity.
- **Equality:** We are proud to be part of a very multicultural academy, with students from all over the world; it is important that we treat each other with respect and accept that others may be different from ourselves. We should all have equal chances to succeed.
- **Equity:** We want to look for the best in each other. Rewarding others fairly to encourage all types of achievement.
- **Democracy:** We will contribute our ideas to make the academy a success.
- **Solidarity:** We can achieve more by working together, rather than as individuals.



We strive to demonstrate the following ethical values in everything we do:

Openness – we believe in being open with colleagues in our schools and beyond, children and their families, sharing information and ideas to raise standards and life chances

Honesty – we act in a professional and respectful manner in our dealings with everyone

Social responsibility – we maximise our impact on the people in our communities while minimising our footprint on the world

Caring for others – we treat everyone as we wish to be treated ourselves, understanding that children only have one childhood



We use our simple 'Ways of Being Co-op' to demonstrate our values:



Do what
matters most

Be yourself,
always

Show
you care

Succeed
together



Academies Trust

Teacher SEN

Job Description

Salary / grade range	UNQ (range: £20,598pa - £32,134pa) MPS (range £30,000pa - £41,333pa) UPS (range £43,266pa - £46,525pa) Plus, SEN Allowance £2,539pa
Location	Co-op Academy Delius
Reports to	Responsible to the Headteacher, Senior Leaders and Pathway Lead through the school's leadership and management structures.
<p>Purpose of role:</p> <ul style="list-style-type: none">• To plan, implement and deliver an appropriate and adapted curriculum for all pupils.• To contribute to the development and success of the pathway you work in.• To lead a designated curriculum subject area where appropriate.• To contribute to raising standards of pupil attainment.• To monitor and assess pupil progress to improve their quality of learning and personal growth.• To be committed to meeting the needs of the whole child.• To undertake the professional duties outlined above by having regard to national standards.	

Key accountabilities (and specific duties / responsibilities):

- Responsible for the effective and efficient use of any staff who support the post holder in their delivery of teaching and learning and any other responsibilities related to the role.
- To teach pupils assigned to the teacher and to ensure that planning, preparation, recording and assessment meet their varying learning and social and emotional needs.
- To be prepared to teach across the SEN and age range of the academy.
- Assist in the development of the curriculum, programmes of study, resources, and teaching strategies within the school.
- To set challenging targets for pupils learning based on prior attainment.
- To devise, contribute to and implement statutory assessment, annual reviews and Personalised Learning Goals (IEPs).
- To implement and follow school policies and procedures.
- Use ICT to support learning and teaching and raise standards.
- To meet with performance management team leaders to set and review appropriate objectives in line with personal, professional school priorities.

Professional expectations

- Put pupils first and their safety foremost.
- Follow Standard Operating Procedures and contribute to their review.
- Work as partners with class teams by taking part in briefings and collaborative pathway discussions.
- Liaise with parents and other partners.
- Rigorously apply school policies and ensure procedures are followed.
- Participate in supervision duties.
- Participate in professional development opportunities.
- Contribute to a positive safety culture.
- Promote the inclusion and acceptance of all pupils within the classroom.
- Encourage pupils to interact and work cooperatively with others and engage all pupils in activities.
- Challenge and motivate pupils, promote and reinforce self-esteem.
- Support pupils consistently whilst recognising and responding to their individual needs.
- Contribute to the overall ethos/work/aims of the academy.
- Contribute to Co-op's overall vision, values and guiding principles.
- Attend and participate in continuous professional development opportunities and participate in collaborative academy development working parties.

- Comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting any concerns
- To carry out any other reasonable request as and when required
- Model the Ways of Being Co-op for staff and students in their Pathway to follow:
 - Do what matters most
 - Be yourself always
 - Show you care
 - Succeed together

Whilst every endeavour has been made to outline the main responsibilities and duties of the post, the above is not an exhaustive list of responsibilities

Personal attributes required (based on job description):

Attributes	All attributes are essential, unless indicated below as 'desirable'	How measured, e.g. application form (A), interview (I) test (T)
Qualifications <ul style="list-style-type: none"> • Honours degree or equivalent • Qualified Teacher Status • Higher degree qualification • Postgraduate SEN course 	Desirable Desirable	A A A A
Experience <ul style="list-style-type: none"> • Successful teaching experience with pupils with a wide range of SEN. • Experience of planning, resourcing and delivering an adapted curriculum. 		A / I A / I

<ul style="list-style-type: none"> ● Experience of monitoring and assessing pupil progress accurately and efficiently. ● Experience of/willingness to train in Behaviour Management – Team Teach. ● Experience of/willingness to train in Moving and Handling. ● Experience of/willingness to train in communication strategies which enable/support pupils to access the curriculum and the world around them. ● Experience of a wider range of schools and other educational establishments. ● Experience of working with a range of multi-agency professionals. 	Desirable	A / I
<p>Skills, Ability, Knowledge</p> <ul style="list-style-type: none"> ● Awareness of the SEN Code of Practice. ● Conversant with National Strategies and the National Curriculum. ● Understanding of conduct of performance management. ● Awareness of the priority to safeguard pupils and legislation related (KCSIE) ● Practical understanding of effective teaching and evaluation strategies. ● Awareness of the characteristics of an effective special school. Awareness of strategies to raise pupil achievement and support behaviour. ● Able to motivate pupils and staff, setting high standards and provide a focus for improvement. ● Experience of adapting and delivering an effective curriculum to meet the needs of pupils with a wide range of SEN. ● Able to prioritise workload and meet deadlines. ● Experience of monitoring and evaluating teaching. ● Involvement in school improvement work. ● Specialist subject knowledge. 	Desirable	A / I

Wellbeing & Benefits

What we do here really counts and we offer a range of benefits and rewards to recognise the part you play in our success.

- Excellent opportunities for personal and career development within the Co-op Academies Trust
- We offer competitive salaries and access to the Teacher Pension Scheme
- Employee benefits such as; Co-op Colleague membership offering 30% off most branded products, reduced gym membership, cycle to work scheme, travel season ticket loans, 24-hour access to free money support, discounts on insurance, legal services, eye care, flu vaccine and much more
- Free access to a confidential 24/7 Employee Assistance Programme called Health Assured. This a free and confidential support service available to you whenever you need it. And, because we understand that your family's emotional wellbeing is just as important as your own, it's also available to your spouse or partner and any children over the age of 16 living at home with you.
- Effective, supportive and dynamic leadership
- A superb, school building with a wealth of resources
- A welcoming, friendly, supportive, effective senior leadership team
- Continuing professional development.

How to apply

Applications must be on our application form (returned in Word or Google Doc, not pdf format), which is available along with other supporting information on Delius website:

<https://www.deli.us.coopacademies.co.uk>

For an informal chat about the role and the academy, and/or to arrange a visit, please contact Delius Human Resources: hr-deli.us@coopacademies.co.uk

Completed applications should be submitted to hr-deli.us@coopacademies.co.uk

In line with our Safer Recruitment processes, appointment to this post is subject to an enhanced DBS disclosure.

Recruitment Timescales

Visit day at Delius:	23 April 2024 09.30am
The closing date for applications is:	7 May 2024 12 noon
Recruitment selection date:	15 May 2024

Co-op Academy Delius

Our address at BD3:

Barkerend Road, Bradford, West Yorkshire, BD3 8QX

Telephone: 01274 666472

Our address at BD7:

Princeville Street, Bradford, West Yorkshire, BD7 2AH

Telephone: 01274 062580

Co-op Academies Trust is committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage or civil partnerships.

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, and the Ways of Being Co-op.