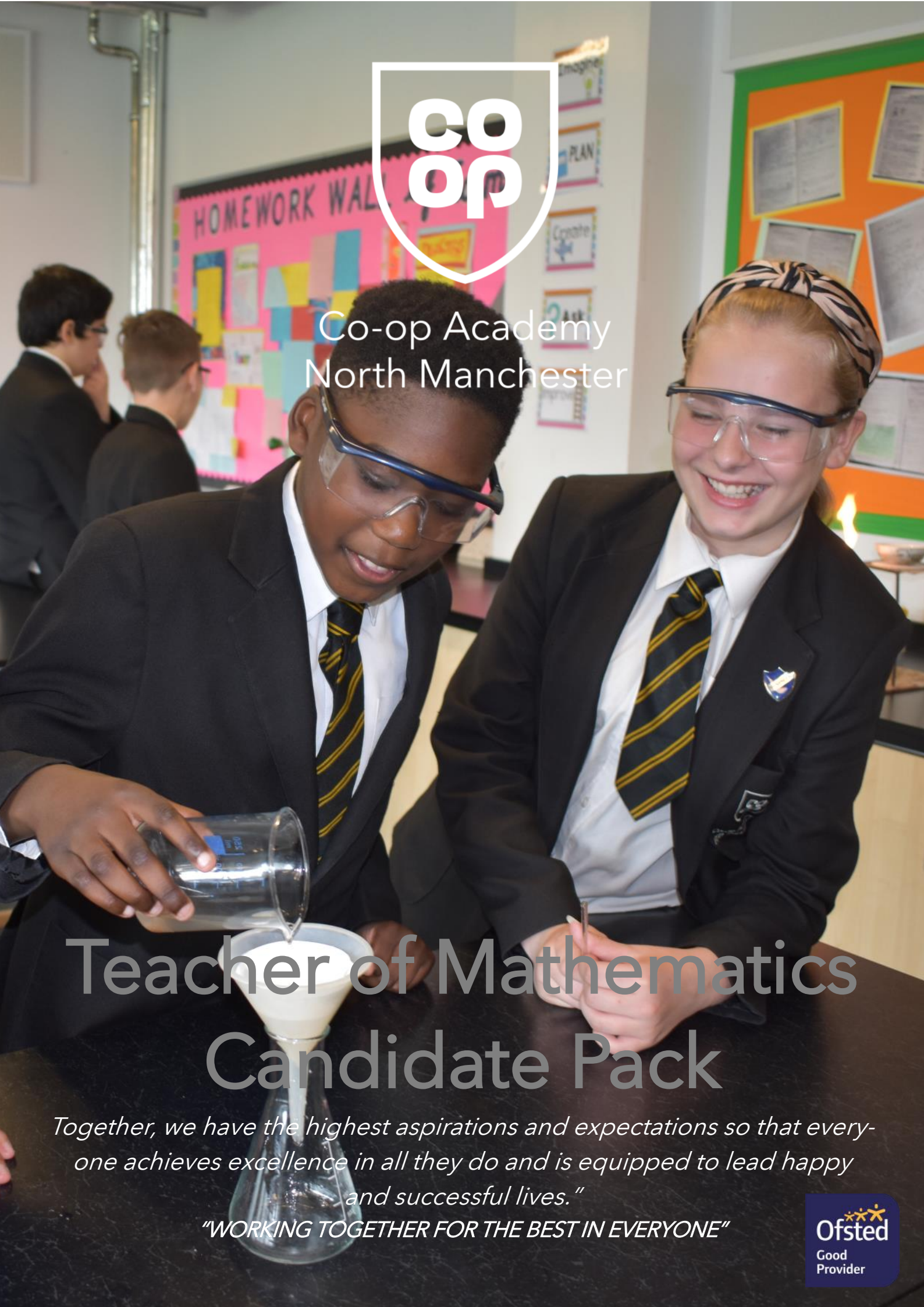


Co-op Academy
North Manchester

Teacher of Mathematics 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"

Ofsted Good Provider

Welcome

Dear Candidate,

I am delighted that you have shown an interest in our Teacher of Mathematics 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 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

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

Ofsted 2019

Curriculum

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

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

Learning Outside the Classroom

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

"In mathematics, pupils are consistently addressing more complex topics with more success than before. As a result, pupils make strong progress."

""Ofsted 2019

Maths 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 Maths department aims to equip all pupils with the mathematical skills essential for everyday life. We seek to develop pupils curiosity of maths through independent thinking and logical problem solving. Through our teaching we promote understanding rather than simply knowledge gain, helping our pupils to apply skills in a variety of contexts and subjects.

Mr N Lane
Associate Assistant Vice Principal and Head of Mathematics

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

Ofsted 2019

Safeguarding

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

"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

Mental Health & Wellbeing

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

"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

Behaviour and Attendance

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:

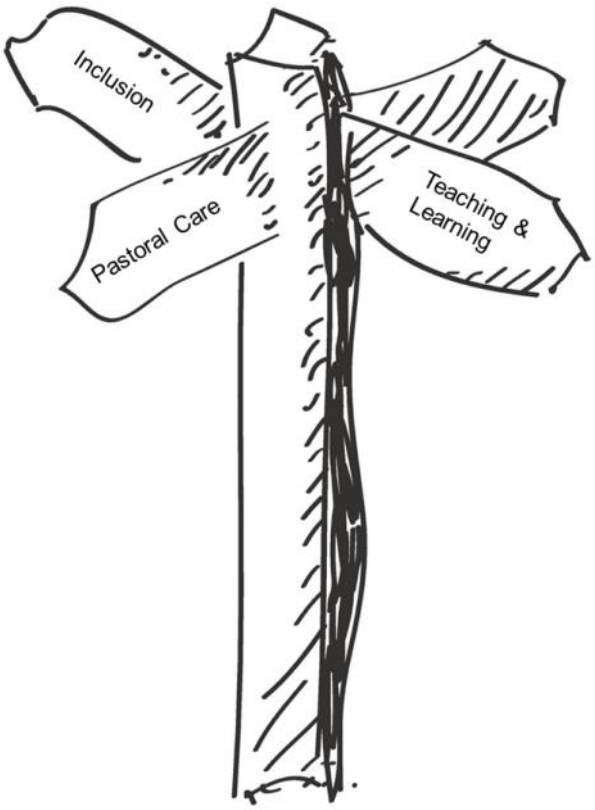
- The CSLE programme – the Co-operative Senior Leadership in Education programme
- NPQSL
- Job shadowing and working with those we host on leadership residencies
- Weekly Middle Leader training and contribution to leading elements of these
- NCE Levels 3, 5 and 7
- NPQs



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 reduc-tion	Guest event e.g. poet, artist, speaker	Events/activities for the community



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

Ofsted 2019

Teacher of Mathematics Job Description
Salary: MPS/UPS (suitable for an NQT)
Location: Co-op Academy North Manchester

A recruitment and retention package may be available for a suitably skilled and experienced candidate.

Purpose of the role

The teacher of Maths will join a vibrant department and work together to ensure that the Academy's vision of excellence and success is achieved within this 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.

The successful applicant will be committed to leading learning within the classroom which has high quality teaching and learning at its heart. They will be passionate about teaching Maths, have a strong desire to develop, within pupils, a real interest in the subject, by offering them a range of high quality experiences both inside and outside of the classroom. They will also be committed to ensuring that all pupils are given the best opportunities to succeed and use strategies that will ignite within each learner a strong desire to achieve their very best.

The successful candidate will be able to enthuse, motivate and inspire children, generating within them a love for learning. Good teamwork, high standards and a capacity for hard work will have been at the core of his/her success. He/she will be a creative thinker with an ability and determination to develop Co-op Academy North Manchester as a centre of excellence within their subject area.

Co-op Academy North Manchester offers a high quality CPD for its entire staff. The Academy has strong links with MMU, the Alliance for Learning SCITT and Teach First; we are very committed to developing new entrants to the profession. It is expected that the successful candidate will be committed to their own continual professional development and take opportunities to continue to develop the department as a centre of excellence for training.

The department consists of 11 dedicated teaching rooms set over 2 floors, each of which is equipped with brand new interactive smart boards as of September 2021. The department is fully equipped with manipulatives and other mathematical equipment to ensure teachers can provide the very best lessons for all our pupils. The Maths department also has access to the Academic Mentor Team and a HLTA who provide extra support and targeted intervention to pupils in all year groups.

Our curriculum at KS3 is designed to ensure a smooth transition from KS2 whilst providing stretch and challenge for all. Focus has been placed on ensuring basic concepts are understood and then extended upon through rich tasks, problem solving and applying the learning in a variety of different contexts.

The Key Stage 4 curriculum follows the scheme of learning provided by Pearson Edexcel with resources and lessons adapted by the department. Time is built into the scheme to ensure previous learning is being continually recapped and pupils are taught exam strategies and revision techniques.

The Maths department at Co-op Academy North Manchester run an extensive extracurricular programme for all pupils. Opportunities are provided for all pupils to experience STEM activities both in and out of the academy. Our aim to ensure that every pupil in our Academy takes part in at least one STEM event every year.

Co-op Academy North Manchester is part of the Co-op Academies Trust and it is therefore expected that the successful candidate will also be committed to the vision and values of the Trust and demonstrate these within their role.

Shaping the Future

As a Maths teacher you will work with the Head of Maths and the Second in Maths to create and deliver a shared vision for the development of the department, an excellent teaching and learning offer in Maths 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 Maths 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

- Set high expectations that inspire, motivate and challenge pupils.
- To have secure and up-to-date subject knowledge and related pedagogies in order that you can plan and teach appropriately challenging, personalised and differentiated lessons that engage and motivate pupils and take into account pupil needs and prior attainment. These include SEND, EAL, and high ability pupils.
- To ensure that all lessons are prepared and delivered in order that all pupils can make at least expected or better progress.
- To maintain accurate pupil records and be able to utilise a range of approaches to assessment that provide pupils with effective feedback and next steps for learning.
- In line with Academy policy, report, evaluate and analyse pupil progress towards targets to identify individual and groups of pupils.
- To keep up to date with the assessment requirements and arrangements for the subject(s) you teach
- Work alongside the Head of Maths to implement strategies to address the underperformance of individuals and groups of pupils.
- In line with Academy policy, maintain high standards of behaviour both within the classroom and beyond and consistently and fairly apply the rewards and sanctions policy of the Academy.
- To have a sound and up-to-date knowledge and understanding of a range of teaching, learning and behaviour management strategies and apply and adapt these to meet the needs of each learner, developing in pupils appropriate behaviours for learning.
- To work with the Learning Support Staff and other adults to ensure they are effectively utilised to support learning by giving clear direction and involving them in planning, delivery and assessment.
- To ensure that the learning environment is safe, welcoming, stimulating and promotes learning and to take responsibility for the management of shared and dedicated learning spaces.
- To take responsibility for promoting excellent pupil attendance and punctuality to lessons and to ensure that accurate and prompt registers are taken for all lessons.
- To assist in the development of appropriate schemes of learning and resources for the subject area.
- To assist in the implementation of the Academy's reading curriculum and fluency based lessons.

Wider Professional Responsibilities

- To be an effective team member sharing the development of effective practice and understanding your role and the roles of colleagues in developing both yourself and others.
- To be a reflective practitioner who is both adaptive and committed to improving your practice through appropriate professional development opportunities including mentoring and/or coaching.
- To be a positive and professional role model for all pupils and staff.
- To treat all pupils with dignity, building relationships that are rooted in mutual respect and at all times observing proper boundaries appropriate to a teacher's professional position.
- To maintain excellent relationships with pupils, exercising appropriate authority and to act decisively when necessary.
- To know, understand and follow whole school policies and apply them consistently, including those on safeguarding and well-being, in accordance with statutory provisions and Academy policy.
- To ensure any concerns regarding pupil welfare and safeguarding are communicated to the relevant senior member of staff and to understand that safeguarding is the responsibility of all staff.

Wider Professional Responsibilities continued

- To support pastoral provision within the Academy by becoming a form tutor and fulfilling duties as requested by your form's Pastoral Managers.
- To carry out supervision duties as directed in the Academy duty rota.
- To engage actively in the Academy Appraisal process.
- To contribute to the preparation of subject improvement plans, policy and practice as part of the subject team.
- To play a full part in the life of the Academy and to support its vision, values and ethos.
- Attend Academy events and activities as directed by the Principal
- To contribute to the planning and delivery of extra-curricular activities.



Person Specification

	Essential	Desirable
Qualifications, Educational, Training	Degree and teaching qualification. Recent relevant in-service training.	Post-graduate qualification. Professional middle leader qualification
Relevant Experience	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.	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.
Knowledge, skills, abilities	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.	Knowledge of SIMs or similar. Proven track record of strong pupil progress.
Leadership	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.	Ability to innovate and manage change Ability to lead initiatives across the academy.
Others	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.	
Safeguarding	Willingness to consent to apply for an enhanced disclosure DBS 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 @ 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

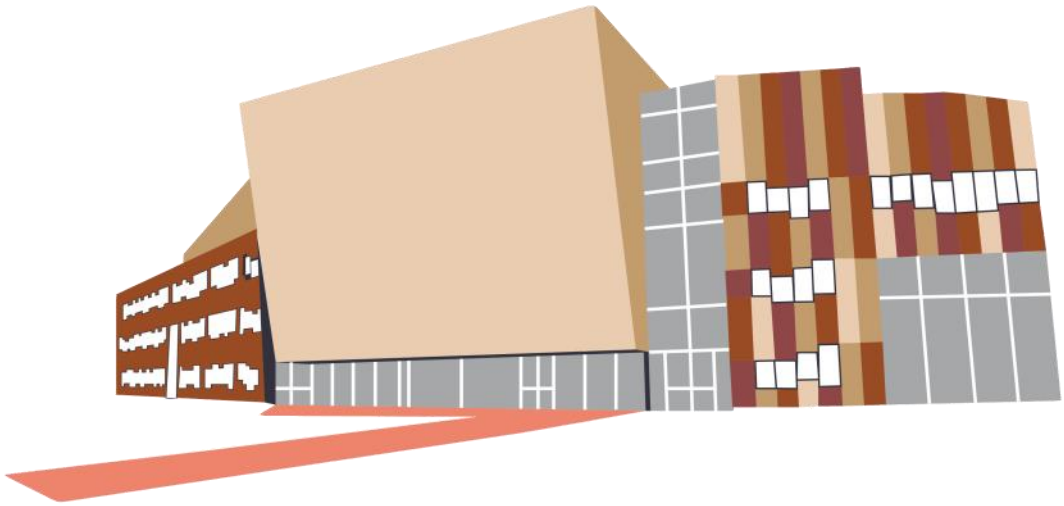
All applications will be acknowledged on receipt.

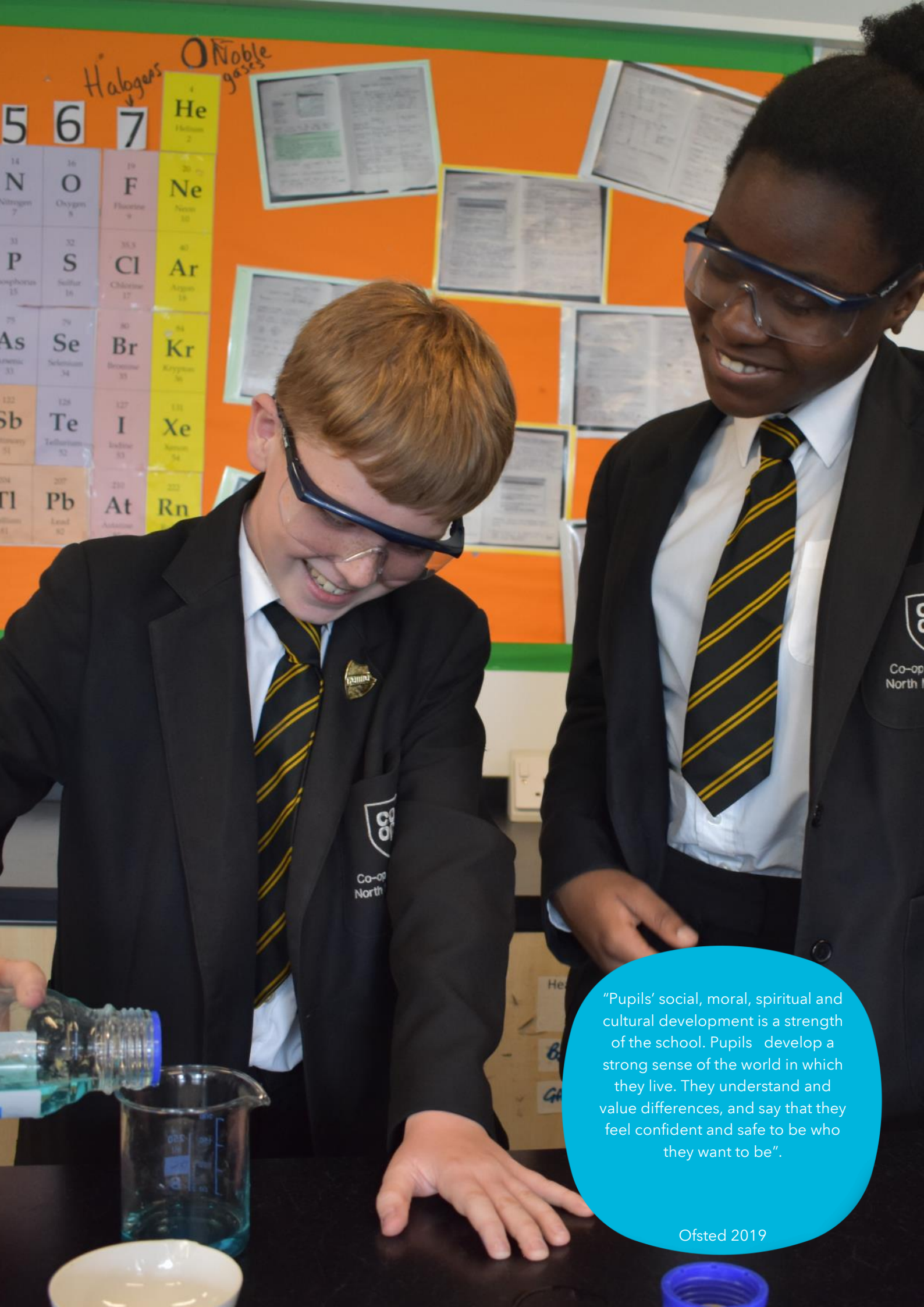
The closing date for applications is 9am on Thursday 19th May l2022

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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Co-op Academy
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