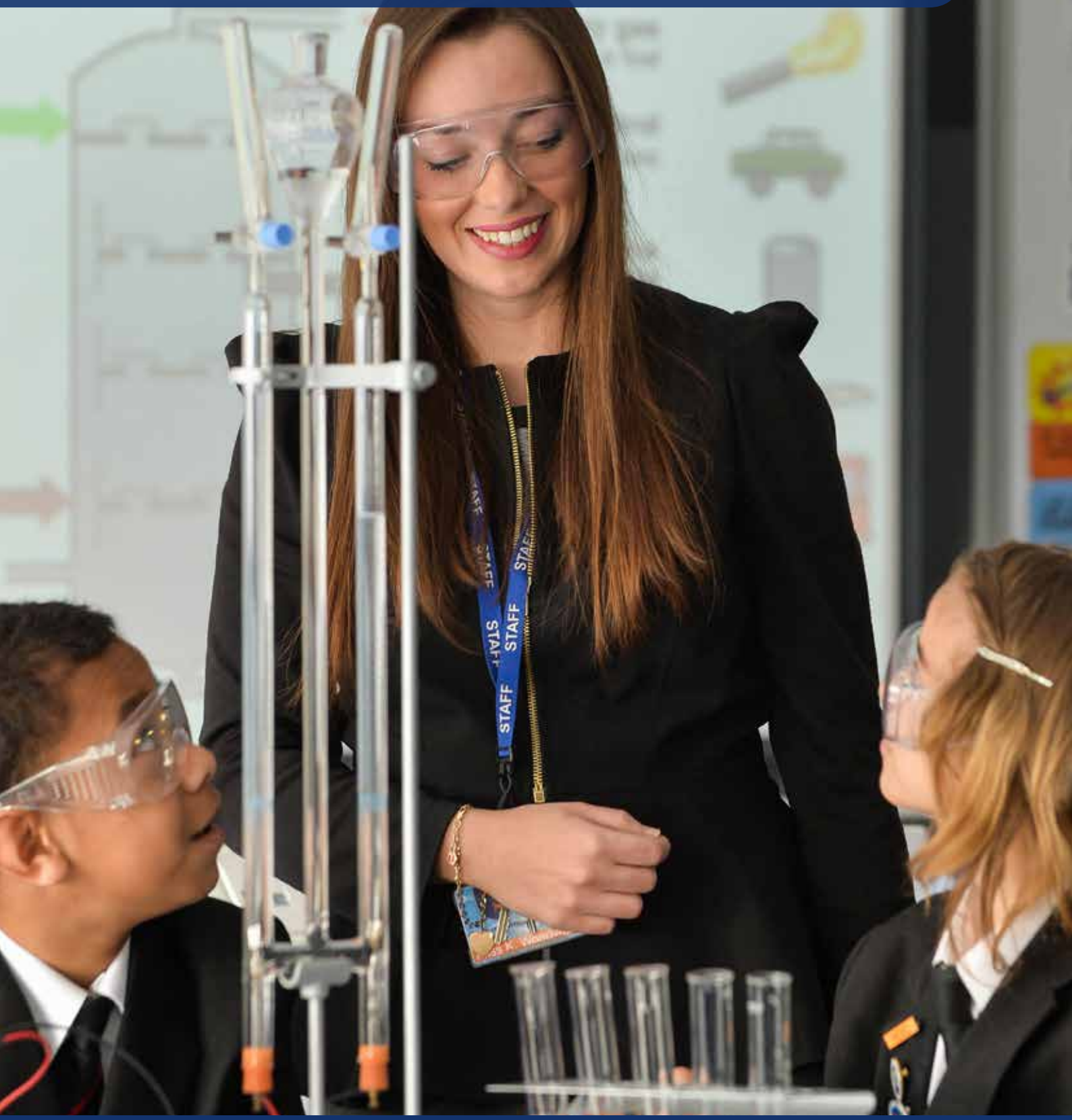
Captivating minds through co-operation

Join us at The Co-operative Academies Trust



The **co-operative** academies trust

Welcome to The Co-operative Academies Trust

The Co-operative Academies Trust aims to provide an outstanding education for all our learners, founded on co-operative values, at the heart of the community.

Our mission as a Trust is for all our children and young people to:

- Be well educated and able to participate as active and thoughtful members of present and future society
- Be taught by motivated, knowledgeable and skilful teachers, who have passion for their work and the highest aspirations for their own and their pupils' development
- Understand and appreciate the principles of co-operation, the related values that include self help, self responsibility, democracy, equality, equity and solidarity, and how a co-operative approach can make life fairer for all in the modern world.

The focus of the Trust's work is in supporting senior leaders, staff and governors in ensuring pupils and students receive the highest quality of teaching, allowing them to achieve the best possible outcomes in academic and personal development. We work to support our learners to reach and exceed expected standards of attainment, and to be agents of change in their wider community through co-operation.

Frank Norris, Director of the Trust, is a former Senior HMI with Ofsted, ideally placed to advise and support on school improvement matters, and helping to ensure success. Although part of an academy group, and benefiting from the wider support and network provided by the Trust and Sponsor, Headteachers/Principals and local governing bodies remain accountable for running their own school and making key decisions around curriculum, recruitment and budgets within the framework and expectations set by the Trust.

See the map for an overview of our Academies…

People both inside and outside the world of education often wrongly assume that all academies are the same – I can tell you they are not. To us, the idea of being an academy is about working together. At the heart of it all are the efforts of all of our staff, who make a real difference to the students every day.

Frank (Director of the Trust)

Nightingale Primary Academy

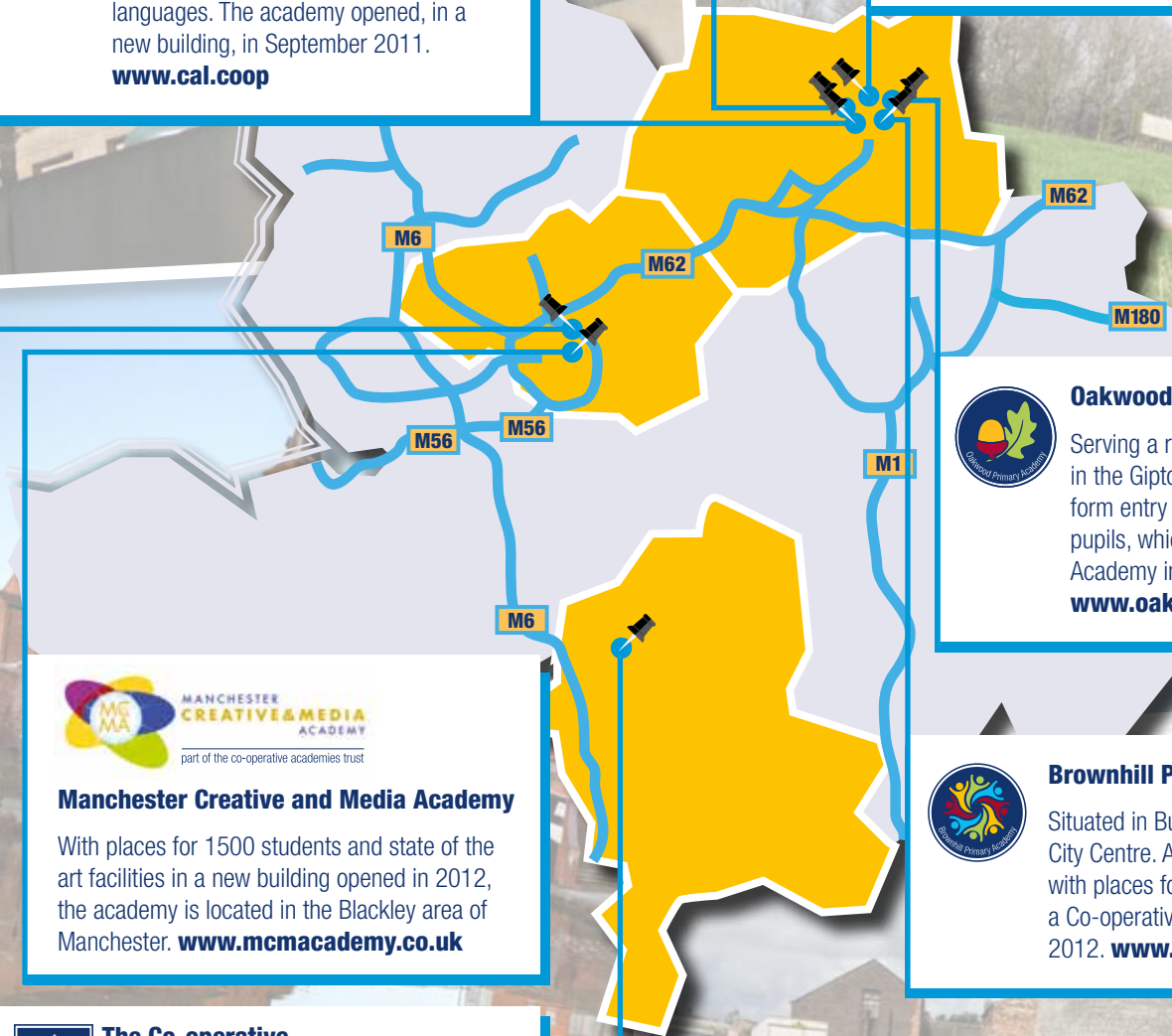
A new-build academy that opened in September 2014, which will eventually become a two-form entry school serving 420 pupils. **www.nightingale.coop**

The Co-operative Academy of Leeds

Serves the Harehills and Burmantofts areas of Leeds with places for 1050 students, including a sixth form. Students and staff come from many different backgrounds and speak over 70 different languages. The academy opened, in a new building, in September 2011. **www.cal.coop**

Woodlands Primary Academy

Situated in the dynamic and multi-cultural Harehills area of Leeds. A two-form entry school with places for 420 pupils, which became a Co-operative Academy in December 2012. **www.woodlands.coop**



Oakwood Primary Academy

Serving a rich and diverse community in the Gipton area of Leeds. A two-form entry school with places for 420 pupils, which became a Co-operative Academy in September 2013. **www.oakwood.coop**

MANCHESTER CREATIVE & MEDIA ACADEMY
part of the co-operative academies trust

Manchester Creative and Media Academy

With places for 1500 students and state of the art facilities in a new building opened in 2012, the academy is located in the Blackley area of Manchester. **www.mcmacademy.co.uk**

Brownhill Primary Academy

Situated in Burmantofts, close to Leeds City Centre. A two-form entry school with places for 420 pupils, it became a Co-operative Academy in December 2012. **www.brownhill.coop**

The Co-operative Academy of Manchester

Serves the Higher Blackley area of Manchester, and has places for 1050 students including a small sixth form. The Academy opened in September 2010, and occupies a new building providing high-quality and flexible facilities for learning, which are also available to the wider community. **www.cam.coop**

The Co-operative Academy of Stoke-on-Trent

Located in Tunstall, Stoke-on-Trent, with places for 1150 students. It became a Co-operative Academy in September 2010 and moved into its new building in September 2012. **www.cas.coop**

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Making a difference

Each of our academies are located in disadvantaged areas, and we know that this presents a different set of issues compared to other schools. It's true that working in an inner-city school is demanding at times, but many of the children we teach face considerable challenges every day.

Education is really important to us, and our job is to share the joy of learning with them. Dealing with the consequences of poverty and disadvantage is difficult, but also hugely rewarding. Our academies give staff the opportunity to gain a huge amount of personal and professional satisfaction in seeing the difference that their work can make.

We believe that it is the staff in our academies that drive improvement on a day-to-day basis, and we are looking for colleagues who want to make a real difference to the lives of the children they work with; who want to challenge the consequences of poverty and disadvantage through education; who are committed to their own professional development and who want to be outstanding teachers, classroom assistants, administrators, leaders, and support workers across a wide range of roles in our academies.

> There are new and exciting challenges daily in education. Whatever it throws at you, the job satisfaction is higher if it has been achieved in a diverse environment. I love working with children who have English as an additional language. I'm really interested in other cultures, and we have an internal translator who has helped develop my understanding. I admire the children; they are hard-working and I can see how they have progressed… the support they have is endless.
> **Kally (Class Teacher, Year 5)**

> I prefer the inner-city schools because I like the type of challenges they present; I see the difference I can make and the impact I can have on people's lives. I wanted to make a difference that counts.
> **Adele (Deputy Headteacher)**

I am proud of the work that occurs in the academy to positively influence the lives of our students; I think the amount of support we offer our students is amazing.
Jonny (Data Analysis Officer)

We have been on an incredible journey as an academy and we are striding towards outstanding!
Richard (Learning Zone Director)

Every day is a new challenge and an opportunity for us to change students' lives.
Mel (Vice Principal)

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The support to succeed and progress

Each academy runs its own programme of staff development activities, which include personalised induction plans, mentoring & support for NQTs, continuing professional development, and leadership development. In addition, there are opportunities for staff to develop through collaborative working across the Trust and subject networks, and to benefit from development opportunities offered by our sponsor, such as mentoring for leaders. As well as this, we have developed a leadership programme, which leads to a Masters qualification.

We want to support and encourage the career progression of our employees wherever possible, and all job opportunities across the Trust are advertised on our website to facilitate this. We will support staff that wish to move between our academies when suitable roles arise.

At our academy, we want to help you develop into the best teacher you can be. We won't succeed in our mission of giving the best possible education to the children we serve without outstanding teachers. Our Deputy Headteachers provide specialist support and guidance in managing pupil behaviour, and regular and on-going support to develop classroom skills. We encourage and expect regular professional dialogue between colleagues through a process of continuing professional development.
Andy (Chair of Governors)

Support for new teachers

I am a current NQT and looked for a school which would be supportive of my NQT year. I definitely feel well supported and I have already learnt and progressed a lot. I've attended training sessions and my mentor is very helpful. We work alongside one another and meet on a weekly basis.
Jasmine (Reception Class Teacher/NQT)

Career progression Teaching staff

I joined the school eight years ago as an NQT following a recommendation by my PGCE mentor. I was looking for a supportive place, and was strategically placed in the school next to a more senior member of staff, and had a mentor to assist me in my first year. Over the years I have had lots of support, and have progressed my career in the school to my current role of Head of Science. Currently, my development needs are being met through studying for the NPQSL qualification.
Katy (Head of Science)

I started my teaching career at the school as an NQT in 2009 and I have since been provided with many development opportunities to help me progress. I am in the second year of a leadership and management programme that the Academy has sponsored me for, which will enable me to take the next step in my career. I have also taken on other roles within the academy such as NQT mentor. I find working at the academy challenging but incredibly rewarding, and I am helped along by great colleagues and a positive working atmosphere.
Harinder (Head of Religious Education & Sociology)

Career progression Support staff

I joined the academy in September 2013 as an apprentice, having previously worked in the academy on a voluntary basis for three months. Having successfully completed my apprenticeship, and gained a Level 3 qualification, I was taken on permanently. I love it here! I've had lots of training and attended various courses, and I am also able to observe more experienced Learning Support Assistants. Longer term I might train to be a teacher, and the Headteacher has said that she will support me if I want to do that.
Paige (Learning Support Assistant)

Leadership development

I joined the academy in January 2014 as a Classroom Teacher and have since been promoted to Assistant Headteacher. I really wanted to progress my career, and the fact that there was an emphasis at interview about aspirations and development helped my decision. I have had a lot more support and development here than in previous jobs, and this has supported my transition to become a leader. I recently attended a training day in Manchester with the leaders of literacy from each of the academies, led by the HMI who produced the report 'Moving English Forward.
Poppy (Assistant Headteacher)

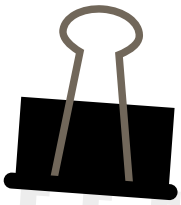
The Sponsor

The Co-operative Group is a unique member-owned business with stores and branches across the UK. Its commitment to education goes back over 170 years.

In 1844 a group of workers from Rochdale opened a shop in Toad Lane in an effort to provide cheaper food for working people. To help raise education standards, a reading room was added to the shop with people coming at night to learn by candlelight. Soon after, these shops began to spread across the North of England and reading rooms became an important feature. As a business with clear moral and social values, as well as a history of valuing education, The Co-operative Group has something to offer schools, their children and the communities they serve.

Sponsorship by The Co-operative Group has brought opportunities for staff, students and governors to access expertise from within the business. These include supporting leadership development for academy staff, providing high-quality governors, supporting training for academy prefects, providing mentoring and work experience for many students, and providing a venue to host Trust events, including an annual awards evening and training events for staff.

Our Trust and its academies believe that the principles and values of the co-operative movement remain highly relevant for today's world, and are a solid foundation for life-long learning.



The recent awards ceremony was a real boost to the children. I know that the children really enjoyed it. The Trust also give us connections with people who have the knowledge to help the academy improve, for example, recently there was a school review that was really helpful.
Jasmine (Reception Class Teacher/NQT)

I was attracted to the job because having read about The Co-operative Academies Trust, I liked their ethos and vision.
Tahira (Inclusion Leader)

I've started to really see the benefit of working with primary colleagues in particular. They have a different and equally valid viewpoint. It makes you question what you are doing and why you are doing it.
Nick (Principal)

People are at the heart of what goes on.
Jenny (Head of Communication Faculty)

Benefits

The Co-operative Academies Trust complies with, as a minimum, the national terms and conditions of service for teaching and support staff and we will recognise continuous service from your current school. All employees are eligible to be members of the Teachers' Pension Scheme or a Local Government Pension Scheme.

We have an employee benefits package, which includes:

- Childcare vouchers: tax efficient childcare vouchers, as part of a salary sacrifice scheme
- Cycle to work: salary sacrifice scheme delivered in partnership with Halfords
- Co-operative flexible benefits (discounted line rental & broadband package, legal services, family care advice and Funeralcare)
- Discounted gym membership: lowest available corporate rate at a wide range of gyms nationally, including outdoor exercise classes
- Co-operative Credit Union: save directly from your salary and receive a competitive dividend. Borrowers can benefit from very competitive interest rates & terms (in comparison with other high street lenders)
- Cash-back healthcare scheme: claim money back on everyday healthcare costs such as optical, dental and physiotherapy
- Season ticket and rental deposit loans

We recognise all of the main trade unions and professional associations in the education sector, meeting with their national representatives regularly through our Joint Consultation & Negotiation Committee with the common objective of maintaining good employee relations. This is in addition to trade union activity that takes place at an individual academy level.

Thank you

We asked our staff…

"If you could say one thing to someone who had seen an advert for a role at your academy and was thinking about whether or not to apply, what would you say?"

If you are committed and passionate about teaching and improving the lives of our students... apply!
Jenny (Head of Communication Faculty)

It's a rewarding challenge.
Andrew (Head of Geography)

The atmosphere around the academy is brilliant and the NQT support is outstanding.
Charlotte (Science NQT)

You will learn so much here that you could go and teach anywhere afterwards.
Poppy (Assistant Headteacher)

Come and have a look at what we do. See how committed the staff are and how much the children enjoy being here. Have a look at the Ofsted report and the academy's website and see what we are doing here.
Tahira (Inclusion Leader)

It's more fulfilling, you will see more progression than elsewhere, and you will see the joy the children have when they see how they have progressed. I'd rather be here than anywhere else.
Paige (Learning Support Assistant)

Genuinely, the academy is a great place to work. The staff are very supportive and friendly. You will be making a real difference to students in deprived areas of the city.
Lee (Teaching & Learning Coach, Numeracy)

Apply! The school has excellent facilities, supportive staff and effective systems. Attainment is improving and we have high aspirations to become outstanding.
Katy (Head of Science)

If you are truly passionate about working with some of the most challenging but inspirational children in the city, then this is the place for you.
Samantha (Teacher of RE)

We are an academy that likes to grow from within.
Hamza (Science BTEC Co-ordinator)

The support and opportunities you get for personal development are great.
Michael (Senior Administrator)

It's a happy place to work where teaching and learning is at the heart of everything.
Mel (Vice Principal)

The children are lovely. Everyone is really welcoming; you'll feel valued and supported. You can further your career and gain the knowledge and skills to be a successful teacher.
Jasmine (Reception Class Teacher/NQT)

Come and see us in action! My view of education is that the best teachers and leaders should be with the students that need them most. Our students need to catch up: it's as simple as that, and we need staff who believe in that challenge.
Nick (Principal)

It's a friendly, hardworking staff team. There are lots of opportunities to develop yourself as a professional, where you can get the support and guidance needed.
Adele (Deputy Headteacher)

The staff form a friendly, helpful, supportive and caring team, and we have some truly remarkable students.
Jonny (Data Analysis Co-ordinator)

For further information about The Co-operative Academies Trust, and to see current vacancies, visit **www.co-operative.academy** If you are interested in working at one of our academies, please contact them direct – they would love to hear from you. **Join us – Be part of something special!**