



Co-op Academy
Walkden



Teacher of Science
Application Pack

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Welcome from the Head Teacher

Do you have a passion for education and a desire to help young people achieve in all aspects of their lives?

Do you want to be part of an Academy that is working relentlessly to improve standards and deliver the high examination results our pupils are capable of?

If so, you will want to join our vibrant community. We are proud of delivering an academic curriculum in a comprehensive setting. You will find our Academy calm and purposeful and like all who visit the Academy, you will comment on how wonderful our pupils are, the positive team ethos amongst staff and how welcoming and friendly our Academy is.

We are dedicated to creating Co-op Academy Walkden STARS – young people who are Sensible, Thoughtful, Ambitious, Respectful and Supportive. These are qualities everyone displays to inspire our students.

We are continually making improvements to our Academy – always looking for ways to improve the experience of our pupils. We are committed to improving outcomes for all, but especially our most able and disadvantaged pupils.

If you want to visit the Academy please come and see what we see every day – a wonderful Academy and vibrant community.

The successful candidate will be joining our Academy at a critical time as we lift our Academy to Good and beyond.

I hope you can see yourself here at Walkden – this is an amazing Academy with a fantastic future.

Simon Lennox
Headteacher

What makes our Academy amazing?

- We love recognising our pupils' successes – we use our Stars & Stripes system to reward those pupils who repeatedly do the right thing.
- Our pupils' behaviour is fantastic. We have lovely, engaged pupils who are very capable and want to learn.
- Our pupils have amazingly supportive parents who will back you up with learning and behaviour.
- We broaden our pupils' horizons with a wide range of trips. Last year our pupils visited the following (to name a few):-
 - Los Angeles (Media Studies trip)
 - Sorento, Italy (Ancient History trip)
 - Villa Real (Football Tour)
 - New York (Business & ICT trip)
 - Montgenvre, France (Ski trip)
 - Chateau du Broutel (Y7 French trip)
- **Our pupils give so much back to their community**
 - Our pupils put on a vast array of expressive and creative arts shows and exhibitions, for example: Mary Poppins, Fame last year, Express Yourself Showcase, Oscars Night and Creative Showcase & Careers Exhibition.
 - Our pupils complete the Duke of Edinburgh Award and volunteer in our local community.
 - Our pupils raise huge amounts every year for a whole Academy charity (£4k last year for Wipe your Tears Charity) and support a wide variety of other charities.
 - Our pupils participate in and win most of the wide range of sporting activities offered; girls & boys football & rugby, netball, basketball, athletics and cricket.
 - Our pupils are dedicated to our inclusive community, including a clear commitment to eradicating HBT language.
- **Our staff benefit from**
 - A strong Well-Being group who have been instrumental in the Academy achieving Investors In People Gold Status.
 - Refreshments each morning – tea, coffee, drinking chocolate and lots of toast.
 - Employee benefits including discounts on various Co-op branded products, Cycle to work scheme, Health-care cash back scheme and many more.
 - Secure on-site parking
 - Excellent access to career development programmes.

General Academy Information

Exam Results

	Basics (C+/4+ En & Ma)	English C+/4+	Maths C+/4+
2018	62	79	64
2017	62	78	68
2016	60	81	62
2015	63	76	72

Our Academy is divided into zones of which there are six and a Unit for Pupils with Moderate Learning Difficulties which is known as the Hive.

The Zones at Co-op Academy Walkden

Core – English

Core – Maths

Discovery – Science, ICT, Business Studies & Computing

Expression – Media Studies, PE, Music, Drama & Dance

Creative – Design Technology and Art & Design

Global – Humanities and MFL

The Hive at Co-op Academy Walkden

The Hive is an Enhanced Resource Provision for students with Moderate Learning Difficulties. We play a vital role in Salford's vision for developing provision for students with SEND and improving options and outcomes for all students. We have 7 students each year group who are referred to us through Salford's SEND team. These students require specialist support which may not normally be available in other mainstream Schools. The Hive plays a significant role in extending inclusion of Salford students with SEN in mainstream Schools.

In most cases, students will benefit from a combination of access to teaching in small groups in the Hive, and time in mainstream classes, with additional support. There is a higher than usual level of staffing to meet more complex needs, which extends to break and lunch time support. Whilst students will be able to access much of the national curriculum, differentiated to an appropriate level, they will also benefit from an enriched curriculum including:

- Structured literacy/numeracy programmes
- The development of independent work skills
- The development of Social skills
- The development of Life skills
- The use of Community visits
- Access to appropriate alternative qualifications.

The Hive itself is situated within main Academy, but with separate entrance and facilities, enabling students to develop ownership and have a secure haven.

Zone Information Expression - Drama

Who are we?

We are part of the Discovery Zone [also inc. ICT, Business Studies and Computing which is one of the largest at WHS. The Science department is made up of a close team of 16 staff. We have 6 fully equipped labs and a designated ICT facility.

What do we want from our students?

We want to develop our young people to become independent and reflective in all walks of life but particularly regarding their attitudes to science. Whilst maintaining high standards in expectation, we want engagement and dialogue regarding the importance and influence that science has in our world today.

What we want from our staff?

To get what we want from our students, we need staff to challenge students on all aspects of their school life. Maintaining high personal standards of the students will inevitably lead to the best outcomes and therefore the best prospects for our students once they have left the Co-op Academy Walkden community.

Job Advertisement

Teacher of Science

Salary: MPS/UPS

Start date: As soon as possible

Benefits include:

- Local Government Pension scheme
- Discounts on various Co-op branded products
- Co-operative flexible benefits, including cycle to work, phone and broadband
- Co-operative credit union
- Health-care cash-back scheme
- Discounted gym membership & leisure activities
- Season ticket & rental deposit loans

Closing date: Monday 11th March 2019 at 12 noon

Applications: must be on our application form: and are available from the school website www.walkden.uk.com

Please email wilford.m@walkdenhigh.co.uk for an application form and return your completed form via email to wilford.m@walkdenhigh.co.uk

OR post to:
Pat Wilford (Business Manager)
Co-op Academy Walkden
211 Old Clough Lane
Walkden
M28 7JB

Co-op Academies Trust aims to provide an outstanding education for all our learners, founded on co-operative values, at the heart of the community. It is responsible for eighteen academies in Leeds, Greater Manchester, Wirral and Stoke-on-Trent with the Co-op acting as the sponsor. There is the likelihood of significant further growth in the near future.

We are looking for an inspirational professional teacher of Science to join our team. Applications are invited from enthusiastic and committed applicants with the highest ability and practice.

This post offers variety, challenge and professional development.

We want our pupils to excel in all of the many dimensions that make up education in its fullest sense. Firstly, and centrally, we aim for our pupils to reach their full potential academically, vocationally and culturally. We also aim for them to excel in their social, spiritual and moral lives. In this way, when your sons and daughters come to leave Co-op Academy Walkden in five years' time, they will be knowledgeable, intelligent, well qualified, highly skilled, virtuous and well-rounded individuals able to play their full part in society.

if you are


- Passionate about working with young people
- Excited about developing world class teaching and learning
- Ambitious for yourself and the students that you teach
- A dynamic classroom practitioner with high expectations
- A flexible and creative teacher who can enthuse and inspire
- Committed to excellence
- Dedicated to your own professional development

Then we would love you to come and work with us

In return we can offer you

- The opportunity to work alongside a dedicated team of staff in a well-resourced, innovative and supportive Science department
- Excellent Professional Development and Learning opportunities
- A friendly, inclusive school where all are respected

We are proud to provide an academic education within a comprehensive setting. We are passionate about caring



for our students and in doing so we aim for the STARS:
Sensible, Thoughtful, Ambitious, Respectful & Supportive
– qualities you will display to inspire our students.

The successful applicant will be required to teach all
abilities from Year 7 to GCSE.

For more information about the Trust and other vacancies
please visit our website coopacademies.co.uk

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.

Job Description

Post Title :	TEACHER
Post Purpose:	To lead the education and personal development of children in your care
Reporting to:	Zone Leader/Lead Science
Liaising with: parents	Headteacher, Senior Leadership Team, teachers and support staff, LA representatives, external agencies and
Working time:	Full Time, Permanent
Salary/Grade:	Classrooms teachers' pay scale
Disclosure Level:	Enhanced Disclosure & Barring Check

MAIN (CORE) DUTIES

Teaching

- To use regular, thorough and accurate assessment to plan and prepare well informed, focused and engaging lessons which consistently cater for the full ability range of each class, provide feedback as to how to improve and ensure that all students make at least good progress.
- To use the Co-op Academy Walkden Assessment for Learning Handbook to undertake assessment of students as required by external examination body, school and zone policies.
- To use data to monitor and evidence student progress, providing assessment data/reports on the progress of individual students and groups of students taught as required.
- To use excellent subject knowledge to teach across the age and ability range within your zone.
- To plan and deliver well informed and engaging lessons, according to the Co-op Academy Walkden Teaching for Learning Handbook.
- To use technology to support teaching that is engaging and exciting.
- To manage the learning of students according to the Co-op Academy Walkden Behaviour for Learning Handbook in a secure and supportive environment in which they can thrive.
- To motivate, support and challenge students to ensure that they have good attitudes to learning.
- To be responsible for the health and safety of students who are in your care.

Operational/Strategic Planning

- To work in collaboration with other staff in the development and implementation of appropriate teaching strategies, syllabuses, resources, schemes of work, policies and development plan in the Zone.
- To demonstrate professional characteristics at all times with all stakeholders, colleagues, students and parents.
- To contribute to Co-op Academy Walkden's continuous improvement.
- To continually and critically evaluate your own practice and take responsibility for your continued professional development.
- To engage actively in the Appraisal process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of the school team and to contribute positively to effective working relations within the school.
- To attend meetings and professional development activities as required.

Quality Assurance

- To contribute to the process of monitoring and evaluation of the zone in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek and implement improvement as required.

Management Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information to MIS, registers, etc.

Communication and Liaison

- To communicate effectively with the parents of students and outside agencies as appropriate.
- To contribute to the development of effective zone links with external agencies.

Management of Resources

- To work with the Zone Leadership in identifying resource needs and to contribute to the efficient/effective use of all resources.
- To collaborate with other staff to ensure effective shared use of resources to the benefit of the school, zone and the students.

Pastoral System

- To fulfil responsibilities as a Form Tutor by acting upon issues of absence and punctuality and monitoring students' preparation for work in terms of uniform, equipment, Student Planner and Behaviour for Learning.
- To work with Year Leaders to ensure the implementation of the school's pastoral system.
- To monitor and evaluate the progress of students, including maintaining accurate student records as required.
- To contribute to PSHE, citizenship and enterprise provision according to school policy.
- To contribute to extra-curricular provision.

Academy Ethos and Other

- To actively support the Academy ethos.
- To apply Academy routines and expectations and consistently so that they are coherent for all of our students.
- To act as a role model, taking responsibility and never assuming others will take control, consistently challenging students and staff at all levels not following the Academy values.
- To demonstrate professional characteristics at all times with all stakeholders, colleagues, students and parents.

Signatures :

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade in line with the school's changing needs.

Signed (Teacher)

Signed (Headteacher)

Dated (Teacher)

Dated (Headteacher)

Person Specification

Note to applicants:

The Essential Criteria are the qualifications, experience, skills or knowledge you must show you have to be considered for the job.

The Desirable Criteria are used to help decide between candidates who meet all the Essential Criteria.

The Source column shows how the school will obtain the necessary information about you.

If the Source column says the Application Form next to an Essential Criteria or a Desirable Criteria, you must include in your application enough information to show how you meet this criteria. Include examples from your paid or voluntary work.

A = Application

I = Interview

R = References

	Essential	Desirable	
Qualified Teacher Status	√		A
To enjoy working with, and for, young people as well as adults.	√		I/R
Ability to motivate, engage and enthuse learners.	√		I/R
A degree or equivalent in the subject taught.	√		A
Experience of teaching in the 11-16 sector	√		A
Knowledge of GCSE and BTEC qualifications	√		A/R
An understanding of the importance of data in relation to student progress.	√		A/I/R
Ability to assess student work accurately and precisely using criteria.	√		A/I/R
A confident and competent user of ICT, well able to use an interactive whiteboard as a teaching tool.		√	A/R
Ability to remain calm and positive, managing a workload that may be variable and unpredictable.	√		I/R
An excellent planner and organiser, able to keep accurate, precise and relevant records.	√		A/I/R
Have the imagination, energy and capacity for hard work, together with an enthusiasm to take on developments and challenges.	√		A/I/R
Ability to develop provision which challenges all students and encourages success	√		A/I/R
Ability to plan work and assess which results in learners making sound and steady progress.	√		A/I/R
Willingness and ability to communicate effectively with all stakeholders.	√		A/I/R
To demonstrate awareness of the need to promote and protect Co-op Academy Walkden's profile and reputation	√		A/I/R
To demonstrate commitment to the professional development of self and that of the Co-op Academy Walkden.	√		I/R
Have a good record of attendance	√		R
Willingness to contribute to activities outside the time-table		√	R

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.

Safeguarding Children and Young People

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced Disclosure and Barring checks.

Candidates should be aware that all posts in Co-op Academy Walkden involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post.

1. Accordingly The Rehabilitation of Offenders Act (Exemptions) Order 1975 applies to this post and therefore you must declare any convictions and cautions which are unspent or not protected.
2. If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including those related to children or young people (whether the disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.
3. Where neither your current or previous employment has involved working with children, your current employer will be asked about your suitability to work with children, although it may where appropriate be answered not applicable if your duties have not brought you into contact with children or young people.

How to find us

The nearest bus stop is just a short walk from the Academy and can be reached via several different bus routes from most other parts of Manchester. The Academy is also located a short walk away from the nearest train station, from which you can travel easily in to Manchester City centre.

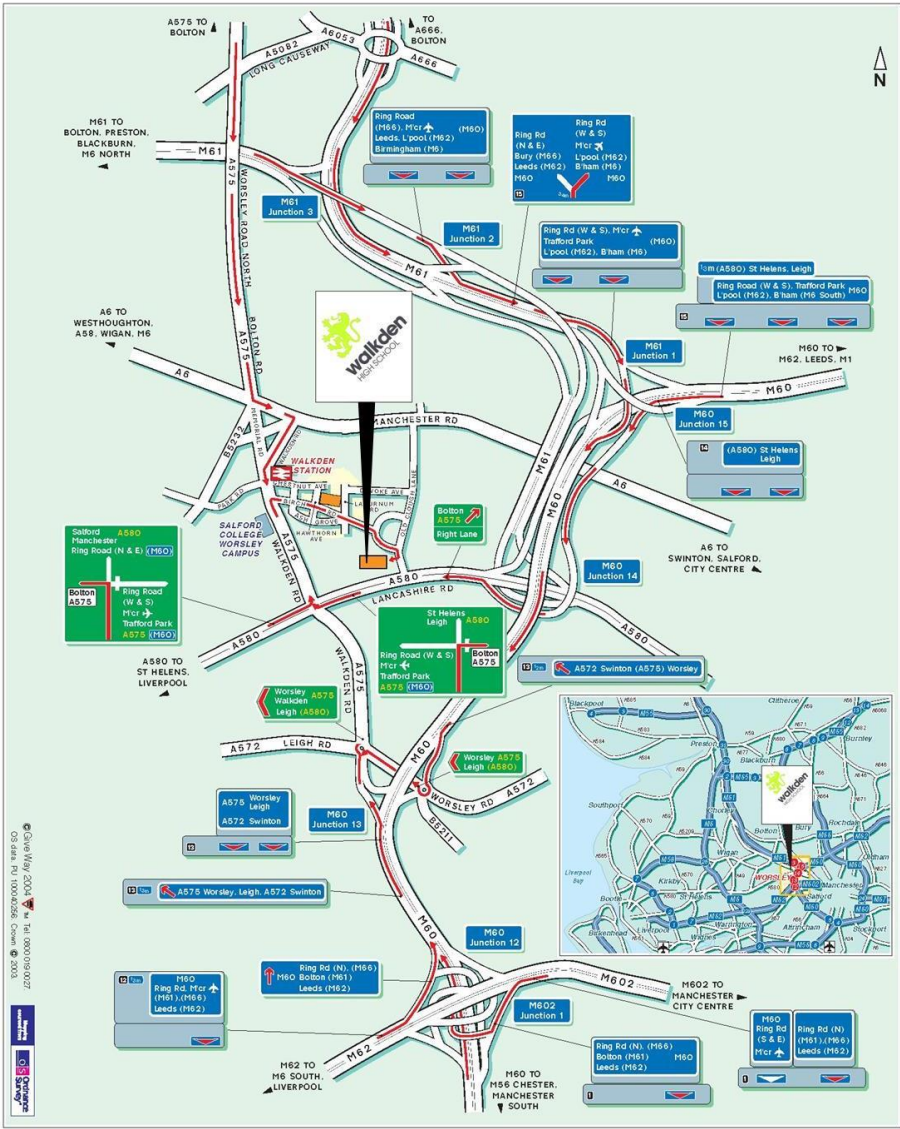
Location:

Co-op Academy Walkden is situated in South Walkden (Salford – Manchester) and serves the suburbs of Worsley, Roe Green, Ellenbrook and Boothstown.

The Academy has excellent transport links making it easily accessible from both local and surrounding areas. For anyone travelling by car, the Academy is only five minutes from the

Junction
M60 ring
closest
easy
from the
M61 and
and from

At Co-op A



motorway.
14 on the
road is the
exit, with
access
M62, the
the M602
the A580.

: rule of law,