



Co-op Academy
Swinton

Assistant Headteacher

Dear Applicant,

I am pleased that you have shown an interest in this role. This role will allow the successful candidate to work within the Academy's Senior Leadership Team and strategically shape the future for students at Co-op Academy Swinton.

"Over the last 12 months, senior leaders have taken decisive, appropriate and effective steps to improve the quality of education for pupils. This includes ensuring that the curriculum is ordered logically and that it is suitably ambitious."

Ofsted 2022

I have been the Principal at Co-op Academy Swinton since April 2021 and I have a clear vision of the skills that are required to fulfil this role successfully in order to secure Implementation and Impact. I am looking for a leader who has credibility and a track record in leading a subject area/s successfully, and one who has a clear understanding of pedagogy, curriculum and the translation of this into the classroom to secure learning outcomes. I am looking for a leader who stays ahead of new developments in the world of curriculum and pedagogy and understands the emphasis placed upon evidence based classroom strategies. Finally, I am looking for a leader who will have a microscopic focus upon the student learning experience in the classroom.

The successful candidate will be working in an inner city school with a high deprivation index and where Poverty Proofing is a key priority for me. You will be expected to eliminate daily learning barriers by providing social, emotional and academic strategies for the students at our Academy. As a leader you will understand clearly the time constraints we have within our guided learning hours and the value of each learning episode must count. I am looking for a leader who can evaluate strategies and provide constructive and positive challenges at all levels. You will be a leader who is resilient, organised and above all, an expert in their field. The successful candidate will control the CPD calendar for the academic year and will work closely with me to deliver professional development for all staff. In addition to this, you will also coordinate the CPD offer provided from the trust to staff.

"Leaders have improved the overall standards of pupils' behaviour. Most pupils arrive at school ready to learn."

Leaders have established clear systems to help staff to manage pupils' behaviour, both during lessons and around the school. These systems have helped to secure some improvements in pupils' behaviour during lessons.

Ofsted 2022

Our students maintain our high expectations and understand the importance of arriving for the day 'ready to learn'. Our pastoral team are an invaluable resource who provide excellent support and guidance to our students, families and the community. Our year managers uphold our expectations with pride and alongside the senior team, welcome our students into the Academy every morning.

You will be joining a Senior Leadership team that are knowledgeable, resilient and have a relentless focus upon improving standards, embedding a positive values driven culture and maintaining high standards. The Senior Leadership team are loyal and hardworking and support each other to ensure the Academy is run efficiently and effectively. I will expect this level of support and loyalty from you towards the team and for you to undertake all duties and responsibilities in line with being a leader of the Academy.

I can guarantee you commitment from me and the Academy in terms of your personal growth and development. I will personally line manage and mentor you and provide you the support and guidance you need to be successful in your role. I will be advertising the role of Vice Principal internally in 2024 and I will ensure you have had the relevant experiences to allow you to apply for this role should you wish to do so.

If, having read my letter, you are interested in the role then I look forward to receiving your application.

To apply for the role, you need to complete both Parts A and B of the Trust's application forms. Secondly, you need to write a letter of no more than two sides (Tahoma pt. 11) in which you outline the following:

- A clear vision for curriculum, pedagogy and teacher development at our Academy;
- A clear and credible strategy for how you will implement that vision;
- A precise explanation of how you will evaluate the impact of the strategy, keeping in mind that not everything that matters is measurable in numerical metrics.
- How your previous experience provides evidence that you can get things done.

The deadline for applications is: Monday 3rd October 2023 at 8am

Please email completed forms and letters to ebony.chadwick@coopacademies.co.uk

Interviews will take place on Friday 7th October 2022.

Yours faithfully,



Zarina Ali
Principal