



Co-op Academy
Stoke-on-Trent

Lead Practitioner - Science

Candidate Pack

Student Focused | Standards Driven

Welcome from the Headteacher

Dear Candidate,

Thank you for your interest in applying for the role of Lead Practitioner in Science at Co-op Academy Stoke-on-Trent. I am delighted that you are interested in joining us at such a crucial point in our evolution.

As a Headteacher, I have a really uncomplicated view of what makes a great academy. This is codified in our "student focused, standards driven" vision. We put the very best interests of children at the heart of our decision making to ensure that we are focused doing the things that make the greatest difference. Every child should leave school at 16 with the very best qualifications and go to their chosen destination. This is the cornerstone of a positive and hopeful future. Underpinning all of that is a range of intersecting factors, but most fundamentally of all, is exceptional teaching. Every child deserves expert teachers who know how to help them achieve. It is the core purpose of this role to ensure that our students have exceptional teachers, highly effective lessons, and, as a result, achieve as well as the very best nationally.

In science we want to be achieving outcomes for children that outperform those of the very best nationally. Nothing matters more to children than the outcomes they achieve: they are the gateway to their aspiration and realising their ambitions.

With a PAN of 270 in each year group, we are a large secondary academy serving Tunstall in the north of Stoke-on-Trent. We are routinely over-subscribed and the school of choice for our community. This really matters. As a founder member of the Co-op Academies Trust our mission is to work in the service of making sure our community has the very best academy, so that our young people can overcome disadvantage to achieve success.

It's not difficult to see why the community has such confidence. We're not the finished article by any means and we have a relentless commitment to continuous improvement. However, over the last three years we have achieved some excellent outcomes for students, not least in 2024 when the academy recorded its best ever Progress 8 score of +0.25. That said, there is much still to do until we can safely say we are the truly exceptional academy that we aspire to be.

That's why this role is so crucial. Lead Practitioners are important parts of our structure. This is a new role. We are increasing the number of Lead Practitioners. The successful candidate will join two others in science and a wider team of eight. Lead Practitioners have a role in their "home" subject but also a key role to play in the wider implementation of our teaching and learning strategy. This is a fantastic opportunity to have an impact at subject and whole-academy level.

The successful candidate will be primarily an exceptional practitioner and have a track record of excellent student outcomes overtime. In order to lead on teaching and learning in the team, you must have credibility. The successful candidate will also have really clear and compelling idea as to how science can continue to develop so that every lesson, every day is objectively outstanding.

This is an exciting opportunity. Please do take every opportunity to find out more by joining the sessions and getting in touch with me.

I wish you every success with your application.

A handwritten signature in black ink that reads "S. Richardson". The signature is written in a cursive, slightly slanted style.

Shane Richardson
Headteacher



Lead Practitioner (Science)

Salary / grade range	Trust Lead Practitioner Range LP6 (£61,048) to LP12 (£71,874)
Location	Co-op Academy Stoke-on-Trent
Reports to	Head of Science & Headteacher (wider responsibility)

Purpose of role:

The post-holder will be responsible for the quality of education in Science: ensuring the curriculum is rigorous, ambitious and aligned to the aims and content of the National Curriculum; they will take the lead in innovating, devising and implementing pedagogical approaches that ensure the curriculum is implemented effectively; and they will be accountable for driving a culture of high quality teacher development in science. The post-holder will also play a leading role in delivering the Academy's strategic aims working at a whole-school level.

Key accountabilities (and specific duties / responsibilities):

- Curriculum
 - Be the lead for the curriculum in science.
 - Ensure that the curriculum is National Curriculum compliant.
 - Produce, maintain, review and revise curriculum maps, bodies of knowledge and learning cycles to structure the curriculum.
 - Undertake constant reviews of the curriculum to ensure that there is an iterative approach.
 - Ensure the curriculum is responsive and adaptive while maintaining the highest expectations of all students.
 - Devise and implement a curriculum that ensures all students are able to flourish, including PP students and those with SEND.
 - Ensure that the curriculum is inclusive of diverse voices, writers and texts, and is one underpinned by the 'windows and mirrors' principle.
 - Use Teacher Collaboration Time to keep the curriculum a living entity that is discussed, amended, debated and revised.
- Pedagogy
 - Lead the implementation of evidence-informed practice that is innovative and responsive to the evolving needs of the subject, the students and the Academy.



- Ensure that teachers are experts in using the Learning Framework leading to exceptional levels of student fluency, expertise and achievement.
- Ensure assessment focuses on the curriculum as the progression model; that formative assessment is used consistently to identify and address misconceptions in learning; and that summative assessment is devised and used to assess students' fluency and expertise.
- Adopt approaches to modelling and scaffolding that ensure all students, irrespective of starting point, background, or barriers, can develop fluency and expertise.
- Ensure a collaborative approach to pedagogy in science.
- Teacher Development
 - Be accountable for ensuring that all teachers in the department have exceptional subject knowledge.
 - Lead the teacher development and CPD strategy in science, ensuring that it meets the needs of the subject, team and students.
 - Place the curriculum and its delivery at the heart of the department's CPD.
 - Align CPD and quality assurance to ensure that underperformance is tackled and addressed with urgency.
 - Foster a culture of innovation and relentless improvement through an unbreakable determination to improve and be better.
 - Be the lead for ECTs and trainees in science.
- Culture
 - Be a standard bearer for the characteristics, qualities and values that combine to create an exceptional quality of education in science.
 - Embrace purposeful innovation as the means to solving the problems that prevent students being expert in the subject.
 - Develop a culture in which all teachers and students can realise their potential and excel.
 - Be seen as a pioneer, leader and advocate for excellence in teaching and learning in science and across the Academy.
- Whole Academy Strategy
 - Work with the Deputy Headteacher to drive the whole-Academy teaching and learning strategy.
 - Take a leading role on delivering elements of the AIP.
- Wider Leadership Expectations
 - Attend SLT meetings and similar such meetings as invited or required.
 - Undertake duties and contribute to the effective running of the Academy as directed by the Headteacher.



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)
<p>Qualifications</p> <ul style="list-style-type: none"> • University graduate • 2:1 Honours Degree in science (or equivalent) • Completed, or desire to complete, a relevant NPQ. 		AI
<p>Experience</p> <ul style="list-style-type: none"> • Substantial evidence of innovation and development in English. • Holding a TLR in science and demonstrable evidence of having led improvement. • Influenced practice across the Trust. 		AI
<p>Skills, Ability, Knowledge</p> <ul style="list-style-type: none"> • Formidable knowledge of curriculum design. • Expert understanding of pedagogy. • Understanding of effective models of CPD and teacher development. 		AI
<p>Personal Qualities</p> <ul style="list-style-type: none"> • A delivery focused approach. • Resilient and pragmatic. • A positive outlook. • Seeking promotion to a leadership role within 3 years. 		AI



Academies Trust

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.

Teaching Allocation

We offer the successful candidate a teaching allocation of 20 hours affording considerable leadership time to fulfil their requirements of the role.

20% PPA

We are committed to protecting the workload and wellbeing of our colleagues. From September 2026, all colleagues will have 20% of their teaching allocation protected as PPA, twice the national expectation.

Find out more about the role

Prospective candidates are invited to find out more about the role.

[One-to-One Informal Discussion](#)

Prospective candidates are invited to have a individual discussion on an informal basis.

To arrange a discussion, please email shane.richardson@coopacademies.co.uk

How to apply

All applications must be made using the [SamRecruit](#) platform. We will only accept applications made on this platform.

Closing Date

The closing date for applications is: Monday 13th April 2026.

Interview Dates

Interviews will take place on: Friday 24th April 2026.

Our commitment to safeguarding children and young people

Co-op Academies 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.

Our commitment to Equality of Opportunity

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

The Ways of Being

All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.



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