



# Work with Us



Academies Trust

# Welcome!

Dear Applicant

## Thank you for showing an interest in our Trust.

We are a large Multi Academy Trust spanning the North and West Midlands of England. Our Trust includes a wide variety of schools, from small and large primary schools to secondary schools, a college, and special schools that offer all-through, primary, and secondary education. We are currently based in Leeds, Bradford, Kirklees, Staffordshire, Stoke, Wirral, Manchester, Oldham, and Salford, structured into four regional hubs.

We are focused on growing the Trust to ensure that all our schools are strong, reliable, and offer exceptional pupil experiences that positively impact our communities. It's the quality of our schools that matters, not the quantity.

We have the highest ambitions for the communities we serve. Our commitment to school-to-school collaboration drives continuous improvement across our schools. We are also dedicated to investing in our staff, with a strong CPD programme and succession planning that provides clear pathways for career progression.

We are looking for staff who are passionate about making a difference and transforming our communities through their daily work, embodying our "Ways of Being." These core values - Do What Matters Most, Succeed Together, Be Yourself Always, and Show You Care - are evident in everything we do.

What sets our Trust apart is our sponsorship by the Co-op Group. Co-op values are also embedded in how we work, and our close relationship with the Co-op means we benefit from the expertise that has made it one of the most respected and ethically driven businesses in the country. Since our founding in 2010 with just two academies, we have taken a pragmatic approach to growth, always working collaboratively to improve every academy in our Trust.

By providing a great education, we are changing the lives of young people. Grounded in cooperative principles, we empower both staff and students to work together for a better education and stronger communities.

We are proud of the rich diversity across our Trust, which strengthens our ability to make a real difference. We are committed to ensuring that each student receives an excellent, memorable school experience that prepares them for future success, while also instilling a strong sense of moral integrity and responsibility.

**Thank you,**  
Dr Chris Tomlinson, CEO

# Co-op Academies Trust

Co-op Academies Trust is more than just an educational organisation - it's a community where you become part of something greater. Through our commitment to outstanding education and exceptional pupil experience, we are working together to create a better world.

**Ages 3-19**

**4 Regions**

**20,000  
Students**

**4 Ways  
of Being**

Serving students from ages 3 to 19 in Primary, Secondary, and Special schools across the North of England, we ensure every child has the skills, opportunities, and experiences they need to thrive.

Our Trust spans across four regions - Staffordshire, Merseyside and Salford, Manchester and Oldham, and West Yorkshire - and we are proud to support approximately 20,000 students in our academies, with 3,000 colleagues.

What makes us so unique is that we are sponsored by [the Co-op](#). Which enables us to draw on the values and success of one of the UK's most respected organisations.

At the heart of everything we do are the Ways of Being Co-op:

**Be Yourself, Always**

**Do What Matters Most**

**Show You Care**

**Succeed Together**

These values are our DNA, shaping our culture and guiding every decision we make.

As a mature and ever-developing Trust, we're always on the lookout for passionate, driven, and enthusiastic individuals who are ready to make a difference. Whether you're a talented teacher or skilled support professional, Co-op Academies Trust offers the perfect environment for you to develop your career to its fullest potential.

Find out more about Co-op Academies Trust by visiting [www.coopacademies.co.uk](http://www.coopacademies.co.uk)

# Our Vision and Values

As part of the Co-op Academies Trust, we are guided by the Co-op's ethical values.

We are proud to promote equality, fairness, and respect within our schools. These values guide everything we do, from teaching and learning to staff development.

Co-op Academies Trust is committed to the values shared by co-operatives everywhere.



## Self-help

we support learners, parents, carers and staff to help themselves

## Self-responsibility

we encourage learners, parents, carers and staff to take responsibility for, and answer to their actions

## Democracy

we give our learners, parents, carers and staff a say in the way we run our schools

## Equality

we believe that the voice of each individual should be heard

## Equity

we run our schools in a way that is fair and unbiased

## Solidarity

we share interests and common purposes with our learners, parents, carers and staff, and with other schools in the communities we serve

# Why Work With Us?

Co-op Academies Trust is more than just a place to work.  
Working for us means:

1

Being part of a values-driven organisation that places students and communities at the heart of everything we do.

2

Access to a wealth of resources and support from the Trust and the wider Co-op Group which includes professional development, mentoring and career opportunities.

3

A focus on wellbeing and work life balance, ensuring that our staff feel valued and supported in their roles.

4

Opportunities to collaborate with colleagues across a wide network of academies, sharing best practices and innovative ideas.

# Our Benefits

## Professional Development

Co-op Academies Trust is dedicated to learning, focusing on developing the skills and knowledge of our staff. Our “grow our own” strategy ensures colleagues have access to the CPD needed to progress. We support leadership at all levels—central, regional, and school-based—through a comprehensive CPD programme, including induction and coaching. We actively identify and nurture future leaders, ensuring equal opportunities for all.

## Our Commitment to you

We offer numerous benefits to our staff, including:

### Pension Schemes

with defined benefits

Support Staff: most support staff pay less than 7% and the employer pays much more (roughly double) into a secure pension fund.

Teachers: depending on your salary, you will pay in line with the contribution rates for the scheme.

The employer pays 23.68% of your salary as our contribution (Reviewed every 4 years).

### Co-op Colleague Membership

you can apply for a card which gives 30% off when you buy selected Co-op branded products and 10% off branded products in Co-op Group food stores.

### Discount on Co-op services

(insurance & legal)

### An Employee Assistance programme

for colleagues and members of their household.

### Generous Occupational Sick Pay

### Free annual flu vaccination

### Commuter Assistance

interest free loans for Season Tickets to help with travel costs.

### Rental Deposit Loans

interest free loans for the deposit to rent a home.

### Cycle Scheme

a salary sacrifice arrangement where you agree contractually to a regular reduction from your gross salary to cover the cost of the bike and permitted accessories, therefore making tax and National Insurance savings. This scheme is open 3 times a year for 2 weeks.

### Referral scheme

if you refer someone who doesn't work for the Trust for a position and they are appointed - £100.00 “reward”.

### Discount from Nuffield Health

gym memberships  
online fitness subscriptions

### Co-op Credit Union

### Co-op Funeral Care Discounts

### Free Eyecare Tests

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Please take the time to review the information provided through our candidate portal.

If you feel that you have the skills, experience, and passion to join our Trust and contribute to the success of our students, we would be delighted to receive your application.

For any further queries or to arrange a visit to the academy, please do not hesitate to contact [centralrecruitment@coopacademies.co.uk](mailto:centralrecruitment@coopacademies.co.uk)

We look forward to receiving your application.



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