



Co-op Academy  
North Manchester

## Teacher of Computing and Business Candidate Pack

*"Together, we have the highest aspirations and expectations so that everyone achieves excellence in all they do and is equipped to lead happy and successful lives."*

*"Working together for the best in everyone"*

# Welcome

Dear Candidate,

I am delighted that you have shown an interest in our Teacher of Computing and Business vacancy here at Co-op Academy North Manchester.

Co-op Academy North Manchester's vision is 'Together we have the highest aspirations and expectations so that everyone achieves excellence in all they do and are equipped to lead happy and successful lives.' The vision and values of the academy and those of Co-op Academies Trust are at the heart of all that we seek to achieve and are evident throughout the school.

You will be joining us at an exciting time as the academy enters a period of growth. Together we have been really successful but now we need to increase our Teaching capacity so that we can secure an even better future for our pupils, staff and wider community.

Here at Co-op Academy North Manchester, we take time to know our pupils and have the highest expectations and aspirations for them. Our pupils are polite and courteous and excellent relationships are at the heart of our success. The academy prides itself on offering a rich curriculum that includes an extensive range of extra-curricular activities and clubs for all pupils which promotes their understanding of the world in which they live and the difference that they can make within it. Our Safeguarding/PSHE/SMSC and Careers curriculum is a strength of the academy and pupils develop a range of skills that enable them to be confident to be who they want to be.

Strong leadership has been at the heart of our success. Our leaders are committed and reflective individuals who are themselves empowered, but who also have the ability to both inspire and empower others to realise our academy's vision. We understand and implement the Co-op Ways of Being of: 'succeed together', 'show you care', 'be yourself always' and 'do what matters most', understanding the unique importance of each as well as how they must be implemented together to ensure that success is achieved in the 'right' way.

We do hope that once you have read the information provided in this pack, you are excited by the prospect of joining us and are keen to be a part of our next chapter.

If you would like to experience the academy first hand please contact Debra Aikenhead HR Advisor at [debra.aikenhead@coopacademies.co.uk](mailto:debra.aikenhead@coopacademies.co.uk) to book a tour of the academy.

With warmest wishes,

Ben Sinnott

Interim Headteacher

[Ofsted Report](#)

“The school has designed an ambitious and well-defined curriculum.”

Ofsted 2024



## Our Trust

Through a great education The Co-op Academies Trust are changing the lives of young people across the North of England. Built on the same principles as all co-operatives across the world, we work to empower our staff and our young people to work together for a better education and a better community.

They have consistently been one of the highest performing multi-academy trusts in the Government's Multi-Academy Trust League Table, also being recognised by the Sutton Trust Charity and the Education Policy Institute as one of the top performing multi-academy trusts for disadvantaged pupils.

What makes our Trust unique is that we are sponsored by the Co-op Group. That close relationship means that we benefit from all of the business expertise that has seen the Co-op grow to one of the most respected, ethically driven and successful businesses in the country.

You can find out more about our Trust by visiting [www.coopacademies.co.uk](http://www.coopacademies.co.uk)

"The school has designed an ambitious and well-defined curriculum."

Ofsted 2024

### Curriculum

The curriculum at Co-op North Manchester is designed to ensure that pupils receive an excellent education. The curriculum is broad and balanced to give pupils the opportunity to explore a range of subjects over the course of a 3 year KS3 before specialising in KS4. It is our belief that each subject discipline offers valuable knowledge, skills and experiences that are unique to it and all of our pupils are entitled to access to this. All subjects are taught by subject experts who have a clear understanding of what pupils need to know, understand and be able to do to make progress in their subject. Subjects are delivered with high levels of authenticity and subject leaders focus on what it means to be an expert in their subject before providing opportunities for pupils to develop in this way. As a specific part of our curriculum pupils in year 7 and 8 follow our reading curriculum which is time dedicated for them to read, be read to and develop a love of reading. Pupils are given the opportunity to read full novels, develop their fluency and vocabulary.

Mr B Sinnott

Interim Headteacher

"The school has ensured that the order of learning helps pupils to build on prior knowledge and to connect new ideas. The school has identified the important knowledge that pupils need to know and when it should be taught."

Ofsted 2024

### Learning Outside the Classroom

Here at Co-op Academy North Manchester we believe that Home Learning enhances pupil learning by increasing fluency and independence. Home Learning is carefully planned and as such is an integral part of the curriculum. Home Learning supports pupils in developing detailed knowledge and skills. Similarly our remote education offer given to pupils is demanding and match the aims of the in-class curriculum. We also offer a large number of extra-curricular clubs, trips and visits that pupils can be involved in over the course of the year. There are clubs which are directly related to subjects that pupils study, and those which are not. The variety on offer makes sure that the interests and needs of all our pupils are catered for.

Mrs S Tomkow

Assistant Vice Principal Teaching & Learning

"Teachers are adept at introducing new vocabulary and ensuring that pupils use it correctly. As a result, pupils articulate their understanding effectively."

Ofsted 2024

### Computing and Business at Co-op Academy North Manchester

Our vision at Co-op Academy North Manchester is to ensure that every pupil leaves our care empowered to lead happy and successful lives. The Business and Computing department aims to equip pupils with the tools required to be successful in the wider community and the world of work. Careers is at the heart of what we do and our extra-curricular offer is designed to engage pupils in application of their learning beyond the classroom. As a department, our belief is that through quality first teaching of Business, Digital Information Technology and Computer Science we can create an ethos in which our students can excel so that they lead happy and successful lives.

Mr I Grimshaw

Head of Business & Computing

“Pupils behave well and there is a calm atmosphere in the school.

Ofsted 2024

“Pupils, including those with special educational needs and/or disabilities (SEND), benefit from a broad and ambitious curriculum.”

Ofsted 2024

“Pupils are very clear about how the school expects them to behave. They are respectful towards staff.”

Ofsted 2024

### Safeguarding and Attendance

We take safeguarding very seriously at Co-op Academy North Manchester and it is important to us that all pupils feel happy and safe in and out of school. We have a large team who are trained in all aspects of safeguarding and we have a comprehensive continuing professional development package to ensure we are always up to date and current. I am often asked by people what the challenges of being a safeguarding lead in an inner city secondary school are but I always remind people that in our school, we work to our belief that safeguarding is everyone's responsibility and we work hard together to keep children safe. If you want to work in an environment where no two days are the same but every day is rewarding, then do consider applying.

Mr A Burkitt  
Vice Principal

### Personal Development and Inclusion

We have always been at the forefront of looking after both pupil and staff mental health and wellbeing and we have extended this even further in recent years. We have a range of workload and wellbeing strategies, ways of working which keep us connected as well as a very strong employee assistance offer. Here at Co-op Academy North Manchester, we value the individual and ensure that we have access to counselling services, our resident EP as well as lots of events such as Time to Talk, our Mile Walk and other therapeutic services which benefit pupils in many ways. We are really proud of our mental health and wellbeing offer. If you believe, as we do, that mental health and a strong sense of identity and community is as important as academic success or physical health, then we'd love to hear from you.

Mrs S Fiddler  
Vice Principal

### Behaviour and Attitudes

The tools for strong attitudes to learning such as resilience, confidence and self-esteem are encouraged and developed as part of Co-op Academy North Manchester's curriculum. As a Maths teacher myself, I find my time in the classroom stimulating and rewarding. The strength and quality of relationships, underpinned by the respect and trust between staff and pupils ensures that teaching at the academy is an extremely enjoyable experience. We work hard to instil high levels of engagement in the classroom and are committed to ensuring that pupils are challenged if we think they could improve. The academy needs staff who are committed to bringing out the best in our pupils and who will have the highest of expectations of them; if that's you, then please get in touch.

Mrs L Watkins  
Assistant Vice Principal



# Teacher of Computing & Business Job Description

Salary: MPS/UPS

Location: Co-op Academy North Manchester

## Purpose of the role

The Teacher of Computing & Business Studies will join the department at an exciting time and work together to ensure that the Academy's vision of excellence and success is achieved within this department. Through having the highest expectations, they will be able to continue to drive up standards of achievement, attainment and enjoyment for the subjects so that all pupils can make exceptional progress.

The successful applicant will be committed to leading learning within the classroom which has high quality teaching and learning at its heart. They will be passionate about teaching and Computing and Business Studies, have a strong desire to develop, within pupils, a real interest in the subjects, by offering them a range of high quality experiences both inside and outside of the classroom. They will also be committed to ensuring that all pupils are given the best opportunities to succeed and use strategies that will ignite within each learner a strong desire to achieve their very best.

The successful candidate will be able to enthuse, motivate and inspire children, generating within them a love for learning. Good teamwork, high standards and a capacity for hard work will have been at the core of their success. They will be a creative thinker with an ability and determination to develop Co-op Academy North Manchester as a centre of excellence within their subject area.

Co-op Academy North Manchester offers a high quality CPD for its entire staff. The Academy has strong links with MMU and the Alliance for Learning SCITT; we currently train ITT pupils as we are very committed to developing new entrants to the profession. It is expected that the successful candidate will be committed to their own continual professional development and take opportunities to continue to develop the department as a centre of excellence for training.

The department consists of dedicated teaching rooms. Each of the rooms is equipped with a smart board, whiteboard and a visualiser plus computers with Business Studies and Computing programmes which can support learning.

Co-op Academy North Manchester is part of the Co-op Academies Trust and it is therefore expected that the successful candidate will also be committed to the vision and values of the Trust and demonstrate these within their role.

# Specific areas of responsibility

## Job description

- Under the reasonable direction of the Principal, carry out the professional duties of a school teacher as defined in the school teachers pay and conditions of service and national professional standards.
- Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils.
- Facilitate and encourage a learning experience which provides pupils with the opportunity to realise their full potential and secure good progress and attainment.
- Monitor and support the overall progress and development of pupils as a form tutor.

## Teaching, Learning and Outcomes

- Set high expectations that inspire, motivate and challenge pupils.
- To have secure and up-to-date subject knowledge and related pedagogies in order that you can plan and teach appropriately challenging, personalised and differentiated lessons that engage and motivate pupils and take into account student needs and prior attainment. These include SEND, EAL, and high ability pupils.
- To ensure that all lessons are prepared and delivered in order that all pupils can make at least expected or better progress.
- To maintain accurate student records and be able to utilise a range of approaches to assessment that provide pupils with effective feedback and next steps for learning.
- In line with Academy policy, report, evaluate and analyse student progress towards targets to identify individual and groups of pupils.
- To keep up to date with the assessment requirements and arrangements for the subject(s) you teach
- Work alongside the Head of Subject to implement strategies to address the underperformance of individuals and groups of pupils.
- In line with Academy policy, maintain high standards of behaviour both within the classroom and beyond and consistently and fairly apply the rewards and sanctions policy of the Academy.
- To have a sound and up-to-date knowledge and understanding of a range of teaching, learning and behaviour management strategies and apply and adapt these to meet the needs of each learner, developing in pupils appropriate behaviours for learning.
- To work with the Learning Support Staff and other adults to ensure they are effectively utilised to support learning by giving clear direction and involving them in planning, delivery and assessment
- To ensure that the learning environment is safe, welcoming, stimulating and promotes learning and to take responsibility for the management of shared and dedicated learning spaces.
- To take responsibility for promoting excellent student attendance and punctuality to lessons and to ensure that accurate and prompt registers are taken for all lessons.
- To assist in the development of appropriate schemes of learning and resources for the subject area.
- To ensure that literacy, articulacy and numeracy, alongside other Academy curricular initiatives, are reflected in the learning experience for all pupils taught.

## Other responsibilities of a subject teacher

- To be an effective team member sharing the development of effective practice and understanding your role and the roles of colleagues in developing both yourself and others.
- To be a reflective practitioner who is both adaptive and committed to improving your practice through appropriate professional development opportunities including mentoring and/or coaching.
- To be a positive and professional role model for all pupils and staff.
- To treat all pupils with dignity, building relationships that are rooted in mutual respect and at all times observing proper boundaries appropriate to a teacher's professional position.
- To maintain excellent relationships with pupils, exercising appropriate authority and to act decisively when necessary.
- To know, understand and follow whole school policies and apply them consistently, including those on safeguarding and well-being, in accordance with statutory provisions and Academy policy.
- To ensure any concerns regarding student welfare and safeguarding are communicated to the relevant senior member of staff and to understand that safeguarding is the responsibility of all staff.
- To carry out supervision duties as directed in the Academy duty rota.
- To engage actively in the Academy Appraisal process.
- To contribute to the preparation of subject improvement plans, policy and practice as part of the subject team.
- To play a full part in the life of the Academy and to support its vision, values and ethos.
- Attend Academy events and activities as directed by the Principal

## Key Events

- Pupil/parent/carer events relating to Progress, Achievement and Curriculum.

## General Duties

- Carry out a share of supervisory duties in accordance with published schedules.
- Fulfil the conditions of employment of school teachers as laid down in the Pay and Conditions Document
- Any other reasonable relevant duties requested by the Principal or Vice Principal.

## Personal Development

- To keep up-to-date with new research and current practice.
- To regularly review own practice, set personal targets and take responsibility for own personal development.



## Person Specification

	Essential	Desirable
<i>Qualifications, Educational, Training</i>	Degree and teaching qualification. Recent relevant in-service training.	Post-graduate qualification/evidence of subject specific CPD
<i>Relevant Experience</i>	Successful teaching experience including the teaching of Computing to GCSE level.	Ability to teach subject to advanced level. Evidence of a contribution to wider educational issues.
<i>Knowledge, skills, abilities</i>	Excellent classroom practitioner. Very good oral and written communication skills. Ability to exercise control in the classroom and encourage good behaviour. Ability to generate enthusiasm for the subject and for learning in general. Ability to work as part of a team. Ability to plan, organise review and adapt. Excellent ICT skills.	Knowledge of Arbor or similar.
<i>Others</i>	A passionate commitment to develop the best in young people. Tact and diplomacy in all interpersonal relationships with the public, pupils and colleagues at work. Personal commitment to the academy's professional standards and code of conduct. A commitment to further training and a willingness to participate in relevant CPD. Willingness to be engaged in partnership and community activities. Commitment to the aims and ethos of the Academy. A positive approach to challenges, which seeks solutions to problems and addresses difficulties with cheerfulness and good humour. Flexibility and a willingness to be involved in change. To be prepared to work flexibly outside the academy hours. Experience of the role of form tutor.	
<i>Safeguarding</i>	Willingness to consent to apply for an enhanced disclosure DBS check. Commitment to demonstrating a responsibility for safeguarding and promoting the welfare of young people.	

## Additional Information

### General Enquiries

Any general enquiries should be directed to Debra Aikenhead at [debra.aikenhead@coopacademies.co.uk](mailto:debra.aikenhead@coopacademies.co.uk)

### Informal Discussion

If you are interested in applying and would like to have an informal discussion about the role please contact Debra Aikenhead.

### How to Apply

The application link can be found on our website.

The closing date for applications is 9am on Tuesday, 22nd April 2025 and successful candidates will be invited to attend an interview on Friday 25th April 2025.

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.



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