



Co-op Academy  
Brierley





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Dear candidate,

I am delighted that you are interested in the Pathway Leader post at Co-op Academy Brierley.

Co-op academy Brierley is a brand new SEND school for pupils aged 4-16. This role is to lead our new foundation pathway from September 2025 for children in reception to Year 2.

This is a brand new role and a fantastic opportunity to be part of the team. It is an exciting time to join our school and a unique opportunity to play an instrumental role in our journey to become an outstanding school where children and young people can thrive and achieve their full potential.

Over the next 2 years we will have the opportunity to grow and build an outstanding team of practitioners for our new school with a passion for providing the very best provision and outcomes for all our children and families.

We are looking for talented and dedicated individuals who can support our ambitious vision for the future.

If you would like to visit, please contact Miss Emily Easton, [emily.easton@coopacademies.co.uk](mailto:emily.easton@coopacademies.co.uk) to arrange.

With best wishes

Sarah harridge

Headteacher

As a colleague at Co-op Academies Trust, you'll work within a diverse learning community, striving to deliver an outstanding working and learning experience for all. You will be joining a supportive, committed, and passionate team who work hard to ensure that everyone in our Trust can achieve their potential. And of course, you'll do all this whilst capturing the spirit of our vision and values and whilst role-modelling exceptional professional behaviours.

## How to apply

The closing date for applications is Tuesday May 6th with interviews taking place on the 9th May.

## Benefits

What you do here really counts. And we offer a range of benefits and rewards to recognise the part you play in our success. Whether they benefit your finances, your wellbeing, or your family, in or outside work. From career progression and working and making a difference within your local community, to a whole range of financial discounts and benefits, working at Co-op Academies Trust isn't just your standard job.

We offer competitive salaries and access to the Teachers Pension Scheme, as well as travel season ticket loans, 24-hour access to free money support, and for colleagues who want to save or need help managing finances we have savings and loan products which can be deducted from your pay.

We also offer a 10% discount on Co-op branded Food, with regular increased promotional discounts and offers at various points in the year.

## Our Values

Co-op Academies Trust is committed to the values shared by cooperatives 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

We strive to demonstrate the following ethical values in everything we do:

Openness                    we believe in being open with colleagues in our schools and beyond, children and their families, sharing information and ideas to raise standards and life chances

Honesty                    we act in a professional and respectful manner in our dealings with everyone

Social responsibility      we maximise our impact on the people in our communities while minimising our footprint on the world

Caring for others           we treat everyone as we wish to be treated ourselves, understanding that children only have one childhood

We use our simple 'Ways of Being Co-op' to demonstrate our values:

- Do what matters most
- Be yourself, always
- Show you care
- Succeed together

## Job title: Pathway Leader (Foundation)

Salary / grade range	MPS- UPS £30,000- £46,525 Plus TLR 2B (£5,645) and SEN Allowance
Location	Co-op Academy Brierley
Line Manager	Assistant Headteacher

### Purpose of role:

- Be a member of the leadership team and attend meetings
- Contribute to the vision and ethos of the school
- Support the implementation of the school development plan by leading and managing change in conjunction with the SLT and governors
- Liaise with colleagues to contribute, implement and evaluate the success of the school development plan
- To be an effective role model and mentor for your team in terms of teaching, behaviour management and classroom management
- Take the lead on development, encourage collaboration, cooperation and teamwork within your pathway
- Monitor and review the curricular provision in your pathway in terms of breadth and balance and ensuring that the schools' curriculum map is being followed
- Review pupil progress through the analysis of data ensuring information is used for planning and target setting across your pathway
- Ensure completion and transfer of records and implementation of all policies
- Ensure that there is differentiation and personalised learning goals for pupils (together with the SLT)
- Monitor the quality of teaching and learning with responsibility for improved pupil outcomes including lesson observations, planning and work scrutiny
- To ensure policies are translated into practice by the team and that you bring to the attention of SLT any which may need revisions or amendments
- Take a lead in securing and embedding within your pathway the pastoral, therapy and behavioural support systems present in the school
- To lead regular pathway meetings with team members
- Support the transition of pupils to and from your pathway and within it
- To act as a mentor for new staff and visitors with your pathway
- To lead in the smooth running of your pathway and assist in the smooth running of the school at all times
- To provide reports to parents, pupils, Governors and the SLT with regard to the progress within a specified pathway as appropriate
- To keep up to date with current trends and research in education and autism and disseminate as appropriate
- To assist with school operational management (e.g. staff deployment, monitoring of sickness absence within the pathway etc.) To assist with the management of budgets

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## Key accountabilities

- Guide and motivate students to enable each individual to obtain maximum advantage from full participation in school life, unlocking the potential of each child and ensuring the best possible outcomes for students, whatever their starting point
- Create an effective, well-organised and stimulating learning environment
- Be alert to issues of safeguarding and child protection, ensuring that the welfare and safety of children attending the academy is paramount
- Report any child protection concerns to the Designated Safeguarding Lead in accordance with safeguarding policies, procedures and practice
- Prepare for and/or lead EHCP review meetings
- Support behaviour management and pastoral care within your pathway
- Work closely with parents, outside agencies and the wider community to ensure students' physical, academic, social and pastoral needs are met
- Take responsibility for health and safety issues within your pathway and to report areas of concern in line with school policy
- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Be prepared to teach across the age-range of the school (4-16)
- Assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies within the school
- Devise, contribute to and implement statutory assessment, annual reviews and IEPs
- Implement and follow school policies and procedures
- Use ICT to support learning and teaching and raise standards
- To be responsible for promoting and safeguarding the welfare of students within the Academy and implementing all associated policies (eg Child Protection)
- Promote the inclusion and acceptance of all students within the classroom
- Challenge and motivate students, promote and reinforce self-esteem
- Support students consistently whilst recognising and responding to their individual needs
- Contribute to the overall ethos/work/aims of the school
- Contribute to Co-op's overall vision, values and guiding principles
- Attend and participate in training events and participate in project teams
- Comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting any concerns
- To carry out any other reasonable request as and when required
- Model the Ways of Being Co-op for staff and students
- Professional Expectations
- Put students first and their safety foremost
- Follow Standard Operating Procedures and contribute to their review
- Work as partners with class teams by taking part in briefings and planning discussions
- Liaise with parents and other partners

## Professional Expectations

- Rigorously apply school policies and ensure procedures are followed
- Participate in supervision duties
- Participate in professional development opportunities
- Contribute to a positive safety culture
- Be a role model of professional behaviours and standards

The above list is not exhaustive or exclusive. The role requires the post holder to be professional, cooperative and flexible in line with business needs of the Trust. The post holder is required to undertake additional such duties as may reasonably be expected within the scope and grading for the post.

Whilst every endeavour has been made to outline the main duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings, therefore, may have been used below, in which case all the usual associated routines are naturally included in the job profile.

This school is an Equal Opportunities Employer and requires its employees to comply with all current equality policies in terms of equal opportunity for employment and access to services.

This school is committed, where possible, to making any necessary reasonable adjustments to the job role and the working environment that would enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

## 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) test (T)
<p>Experience</p> <ul style="list-style-type: none"> <li>● Successful teaching experience with pupils with a wide range of SEN needs.</li> <li>● Experience of planning and presenting a differentiated curriculum.</li> <li>● Experience or willingness to learn Team Teach.</li> <li>● Experience in a wide range of Schools and Educational Settings</li> <li>● Experience of successfully managing/assisting in the management of a group of staff, at a Middle Management level.</li> <li>● Experience working in Informal Pathway with pre verbal ASC pupils.</li> <li>● Experience developing support staff and teachers through quality performance</li> </ul>	Desirable	A/I

<ul style="list-style-type: none"> <li>management and CPD</li> <li>• Experience in developing communication plans and provision for ASC pre verbal learners.</li> </ul>		
<p>Qualifications/ Training</p> <ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> <li>• Higher Degree Qualification</li> <li>• Postgraduate SEN Course</li> <li>• Participation in work with other schools/agencies.</li> </ul>	<p>D D D</p>	<p>A/I</p>
<p>Skills, ability and knowledge</p> <ul style="list-style-type: none"> <li>• Awareness of the SEN Code of Practice</li> <li>• Conversant with National Strategies, National Curriculum</li> <li>• Understanding of conduct of performance management</li> <li>• Trained in Equality of Opportunity</li> <li>• Practical understanding of effective teaching and evaluation strategies</li> <li>• Awareness of the characteristics of an effective special school</li> <li>• Awareness of strategies to raise pupil achievement and manage behaviour</li> <li>• Able to motivate students and staff, setting high standards and provide a focus for improvement</li> <li>• Experience of adapting the National Curriculum to meet the needs of students with a wide range of SEN.</li> <li>• Experience of monitoring and evaluating teaching</li> <li>• Involvement in school improvement work</li> <li>• Specialist subject knowledge.</li> </ul>	<p>D          D D D</p>	<p>A/I</p>
<p>Personal qualities</p> <ul style="list-style-type: none"> <li>• Ability to relate well to pupils and adults</li> <li>• Ability to work constructively as part of a team</li> <li>• Ability to remain calm under pressure</li> <li>• Demonstrate good co-operative, interpersonal and listening skills</li> <li>• Demonstrate a commitment to working with children of the relevant age</li> <li>• Ability to understand classroom roles and responsibilities and your own position within these</li> <li>• Flexibility and willingness to accept change</li> <li>• Willingness to share knowledge, expertise and experience</li> </ul>	<p>Desirable</p>	<p>A/I</p>

<ul style="list-style-type: none"> <li>● Ability to prioritise conflicting demands and pressures</li> <li>● Ability to self-evaluate learning needs and actively seek learning opportunities</li> <li>● Ability to work proactively and independently</li> <li>● Approachable, courteous and able to present a positive image of the school to callers and visitors</li> <li>● Maintain confidentiality in matters relating to the school, its pupils, parents and carers</li> </ul>		
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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.

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

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