



Co-op Academy
North Manchester

Deputy SENDCo 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 Deputy SENDCo 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 Trust are at the heart of all that we seek to achieve and are evident throughout.

Here at Co-op Academy North Manchester, we take time to know our pupils and have highest expectations and aspirations for them. Our pupils are polite and courteous and excellent relationships are excellent. The academy prides itself on offering a rich curriculum that includes an extensive range of extracurricular 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 enable them to be confident to be who they want to be.

Strong leadership has been a key factor in our success. Our leaders are committed, collaborative and reflective individuals who are themselves empowered, but who also have the ability to inspire and challenge others to realise our academy's vision. Central to what we do are the Co-op Ways of Being: 'succeed together', 'show you care', 'be yourself always' and 'do what matters most'.

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 Michelle Campbell-Jones, PA to the Leadership team at michelle.jones@coopacademies.co.uk to book a tour of the Academy.

With warmest wishes,

Ben Sinnott

Interim Headteacher

[Ofsted Report](#)



“Pupils, including those with special educational needs and/or disabilities (SEND), benefit from a broad and ambitious 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 cooperatives across the world, we work to empower our staff and our young people to work together for a better education and a better community.

We 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

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

Ofsted 2024

"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

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

Ofsted 2024

SEND at Co-op Academy North Manchester

Supporting pupils with SEND at Co-op Academy North Manchester is about ensuring all pupils are able to be happy and successful with an emphasis on quality first teaching, clear provision mapping and high quality interventions. Pupils with SEND at Co-op Academy North Manchester thrive.

Supporting pupils with SEND is invested in strongly in our academy through an extensive range of provision to ensure all pupils have equity and progress well.

The SEND department is based in a newly expanded designated area of the school. The spaces are adapted to ensure pupils and staff are well supported. We also invest in our own educational psychologist, speech and language therapy and counselling services weekly so it's a great time to join us.
Mrs H Garsden
SENDCo

Learning outside of 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

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

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

Ofsted 2024

"Pupils enjoy a variety of musical clubs and performing on the stage. There is a raft of leadership opportunities including being a mental-health ambassador, sports leader or sitting on the student council."

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 T Greenfield

Assistant Vice Principal Attendance and Safeguarding

Mental Health & Wellbeing

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 Inclusion and Personal Development

Behaviour and Attendance

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 Science teacher, 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.

Mr A Burkitt

Vice Principal Behaviour, Attitudes, Attendance & Safeguarding.



Our CPD Offer

Whether you are an Early Careers teacher, an RQT or an established classroom practitioner, at Co-op Academy North Manchester we are committed to your professional development. Our in house CPD programme is a strength of our Academy. We work together as a whole staff, in departmental and pastoral teams and in other smaller groups to debate teaching and develop our leadership skills. At present, examples of our offer include:

Whole school CPD

- Termly Lesson Study cycles where teachers work to plan, teach and refine lessons and sequences of learning, sometimes in departments and sometimes across the school.
- Subject knowledge enhancement experiences such as visits to other schools
- Engagement in wider education research
- A planned series of IRIS film clubs where staff come together to share approaches and debate teaching and learning
- Whole school instructional coaching
- Access to 1:1 Teacher Coaches
- Access to 1:1 observations of colleagues
- A range of bespoke training provided by the Academy Trust to meet individual needs including subject conferences, subject knowledge events and pupil centred learning events.
- Job shadowing to support career aspirations
- Teach Meets and Teach Eats providing opportunities to share and learn from colleagues across the school and other Academies
- External courses such as those offered by the PTI, The National College, exam boards or other professional bodies
- 'Leadership at all levels' course for any member of staff who is an appraiser or who wishes to develop their leadership skills. Three internally facilitated sessions, one per term
- The opportunity to attend middle leader session to prepare for becoming a TLR post-holder
- A range of course for middle leadership which are both internal and externally facilitated

Wellbeing

Wellbeing is articulated in the cornerstone of our vision in terms of everyone leading 'happy and successful' lives but we also recognise that a 'one size fits all' approach is not appropriate. What would be useful for one person may not be what another needs in order to feel happy and confident. We respect each other, our environment and ourselves and our wellbeing offer underpins that commitment. To ensure the Academy is a healthy and safe place to be means that our wellbeing offer is varied, personalised and changes dependent on the needs of the people in the organisation at any one time.

Examples of some of the approaches we use to support mental health and happiness:

- Time to talk
- Access to counselling service
- Mile walk
- Mindfulness
- Free tea and coffee
- Policies contributed to by staff
- Your Voice Survey
- Our commitment to a values led organisation
- An extensive extra curricular offer
- CPD programme
- Workshops on identity, diversity and community
- Parent support for issues such as e-safety, self-harm and self esteem

Middle Leadership

Our middle leadership works closely with the Senior Leadership team and there are opportunities to work on development across school. There are a number of training opportunities available such as:

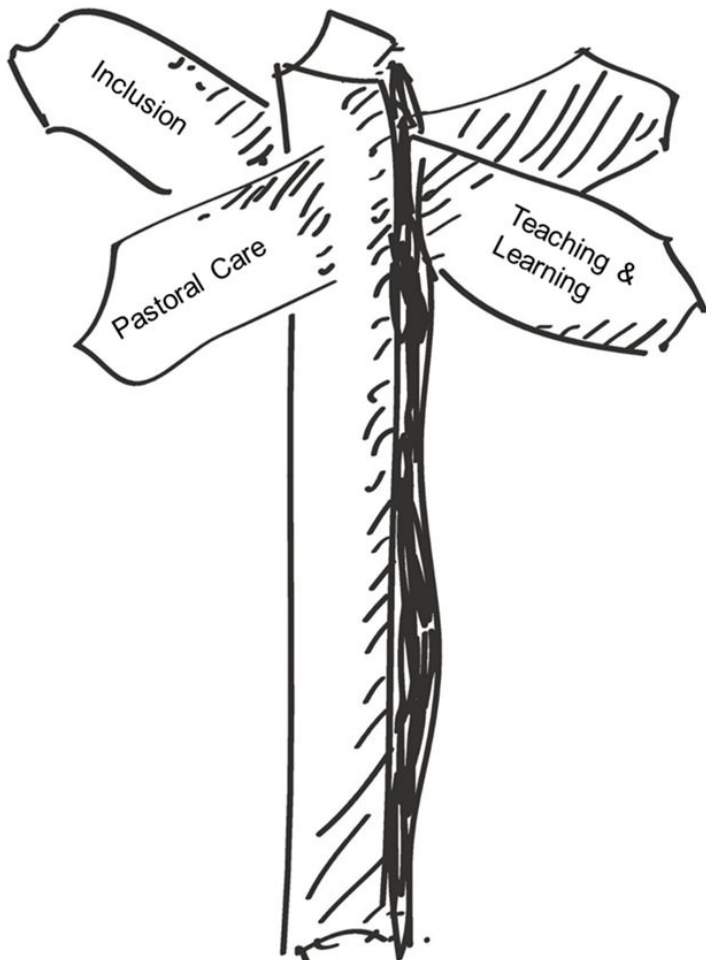
- The CSLE programme – the Co-operative Senior Leadership in Education programme
- NQSL
- Job shadowing and working with those we host on leadership residencies
- Weekly Middle Leader training and contribution to leading elements of these
- NCE Levels 3, 5 and 7
- NPQs



Leadership Development

At Co-op Academy North Manchester, all staff, are encouraged to lead in a variety of ways. Leading some, part or even a whole of one of the experiences listed allows you to:

- Work with pupils whom you may not necessarily teach
- Build strong relationships
- Collaborate with staff in different subjects and roles across the Academy
- Be an important part of providing the rounded education at the heart of our vision and values.



Being committed to leading in the classroom is one thing, investing time in pupils beyond that to develop them as leaders is extraordinarily powerful.

Take a look at our 52 ways you can lead on the next page. There are many, many more and we are always open to new ideas and approaches.

Our 52 suggestions are just that but they do allow us to work across the pastoral and academic spectrums and work with young people as the whole child. It's also what pupils remember when they leave and ask for more of when they talk to us in 5 a day.

52 ways to lead

Trip or Visit	Charity Event	Pastoral Meeting	Assembly
Intervention	Lunchtime club	Sporting club	STEM activity
Teach meet	Eco Club	Arts project	Blog
Lecture	IRIS group	Reading group	Literacy activity
Co-op project	CPD session	Masterclass	Transition
Social Action Project	Extra-Curricular Activities	Teaching & Learning group	Rewards initiative
Lesson Study trio	Research-based project	Theatre experience	Mental Health First Aid
Learning Environment	How to revise session	Enterprise project	Anti-bullying ambassadors
Fundraising Campaign	Staff/Pupil event	Coaching group	Attendance initiative
Fairtrade project	Presentation to leadership	Give a pupil lecture	Homework hub help
Inter-form competition	Working party	Department Meeting	Year group challenge
Homework initiative	Ways to say thank you	Pupil voice activity	Scheme of Learning
Cross-curricular activity	Campaign e.g. plastic reduction	Guest event e.g. poet, artist, speaker	Events/activities for the community



Co-op Academy North Manchester

"Leaders promote positive values clearly and consistently. They support a culture where pupils are confident, considerate of others and hard-working"

Ofsted 2019

Deputy SENDCo

Salary - Teachers - MPS/UPS + TLR2c

Associate Staff - Grade 8 (31- 35) £37,361.00 - £41,496.00) FTE

Location - Co-op Academy North Manchester

Purpose of the role

To assist in managing the provision for pupils identified as having Special Educational Needs (SEN), including promoting high quality teaching, effective use of resources and high standards of learning and achievement for pupils.

Key responsibilities

- To assist the SENDCo in leading the provision of pupils with special educational needs within the academy.
- To assist the SENDCo with EHCPs, managing own caseload and working with educational psychologist and alternative provision.
- To be the line manager for the Associate Deputy SENDCos and designated TAs/HLTAs
- To work with the SENDCo within the context of the academy's aims and policies, to develop and implement intervention groups and support. Maintain the academy's provision map.
- To ensure that our Pathways pupils have an equitable offer.
- To support the SENDCo in developing strategies to raise standards of pupils attainment and achievement for specific cohorts of pupils with SEND.
- To be accountable for measuring the effectiveness of SEND interventions
- To liaise with relevant outside agencies to ensure that individual pupil needs are met effectively
- To ensure that accurate records are kept of meetings and discussions with parents and outside agencies.
- To liaise with post-16 providers to support transition for pupils with SEND moving on to KS5. Lead on Year 11 EHCP reviews.
- To support the strategic leadership of the SEND department.
- To work with colleagues in collaboration with the SENDCo, to formulate aims, objectives and strategic plans for the SEND department which have coherence and relevance to the needs of pupils and to the aims, objectives and strategic plans of the academy.
- To effectively deploy staff within the Pathways provision.
- To coach colleagues and participate in pedagogic discussions and development in order to share best practice.
- To lead the development in collaboration with the SENDCo, of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching and learning strategies in the department.
- To work collaboratively with a wide range of stakeholders, including parents/carers, external agencies and other educational settings, following any referral processes necessary.
- To monitor and maintain the SEND register for KS4 pupils, ensuring that the names and needs of pupils are communicated to staff effectively.
- To support the SENDCo in the quality assurance of interventions.
- To use performance data to inform planning and teaching.
- To assist the SENDCo with annual reviews
- To support the process of access arrangements in liaison with the exams manager.
- To be responsible for the administration of access arrangements testing and JCO online applications.
- To support pupils with SEND in making appropriate option choices at Key Stage 4.
- To support the SENDCo with statutory reports as required.
- To support the SENDCo to ensure that all statutory legal work is completed.
- To lead CPD opportunities within the department and support the SENDCo with the wider SEND CPD offer across the school.
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Key responsibilities continued

- To actively seek out and engage in CPD opportunities to develop their own practice as well as to develop the provision as a whole.
- To ensure assistive technology is in place for pupils who require it to access their education. To support the SENDCo to ensure that health and safety policies and practices including risk assessments, throughout the SEND department are inline with national requirements and updated as necessary.
- To oversee the use of Arbor by the SEND team to record and monitor pupil interventions as part of the Provision Map.
- To support the provision of special educational needs, including the allocation of support time and the writing of pupil passports. Ensure that staff are kept informed of pupils' needs.
- To provide guidance to staff on appropriate teaching and learning methods to meet needs.
- To lead by example as a teacher, achieving high standards of pupil attainment and progress, behaviours and motivation through effective quality first teaching.
- To promote the participation of SEND pupils in extracurricular activities and out of hours education which enhance learning opportunities
- To support the SENDCo to quality assure SEND provision, including observation and feedback
- To liaise with the Assistant Deputy SENDCos to ensure that the curriculum is appropriately broad, balanced, relevant and differentiated in the Pathways provision.
- To provide ongoing training advice and support for staff with regards to special educational needs best practice.
- To keep up to date with national developments in SEND policy, teaching practice and methodology.
- To manage appropriate resources for special needs and learning support and ensure that they are used efficiently, effectively and safely.
- To maintain high standards of professionalism and clear expectations of staff and oneself
- To coordinate the effective day to day provision of pupils in Pathways



Person Specification

	Essential	Desirable
<i>Qualifications, Educational, Training</i>	Recent relevant in-service training. Degree and teaching qualification.	Post graduate qualification. SENDCo qualification Level 7 Access Arrangements Assessor qualification.
<i>Relevant Experience</i>	Experience teaching pupils with SEND.	Experience of aspects of the SENDCo role.
<i>Knowledge, skills, abilities</i>	Excellent classroom practitioner. Very good oral and written communication skills. Ability 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 team. Ability to plan, organise review and adapt. Excellent ICT skills Ability to motivate, support and inspire trust in others. Ability to confront and resolve problems. Experience of leading and/or supporting extra-curricular activities Knowledge and understanding of SEN strategies and Code of Practice.	Knowledge of Arbor or similar. Ability to innovate and manage change. Experience of leading initiatives beyond own classroom.
<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 engages 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.	Experience of role of form tutor
<i>Safeguarding</i>	Commitment to demonstrating a responsibility for safeguarding and promoting the welfare of young people. Willingness to consent to apply for an enhanced disclosure DBS check	Further safeguarding qualifications and CPD within this area. Experience of multi agency working Working with frameworks and time sensitive scales

Additional Information

General Enquiries

Any general enquiries should be directed to Debra Aikenhead at debra.aikenhead@coopacademies.co.uk

Informal Discussion

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

How to Apply

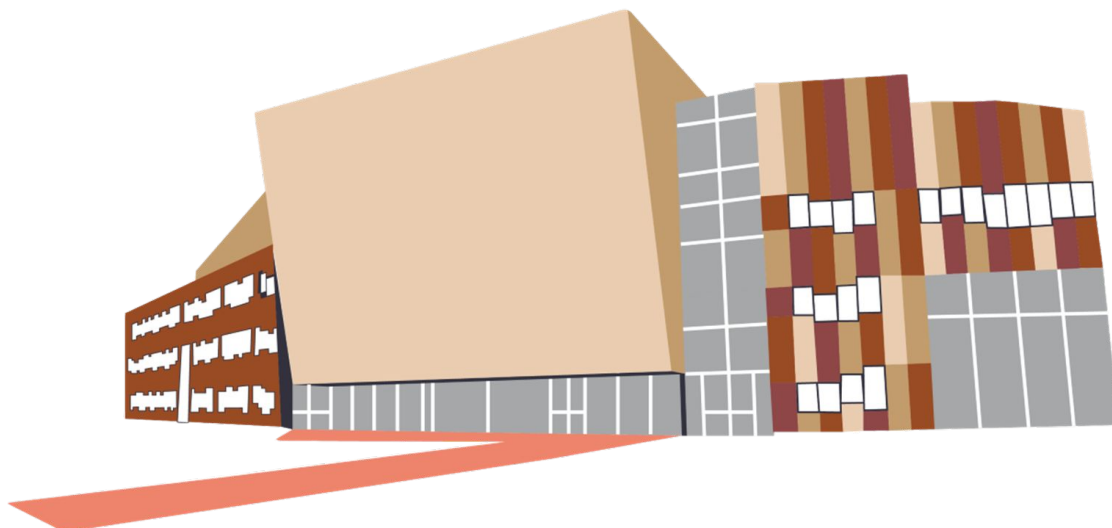
All applications must be made using the application form on our website.

The closing date for applications is 9am on Tuesday 22nd April 2025 and interviews will take place on Friday 25th February 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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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.





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North Manchester

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