



Co-op Academy
New Islington

Early Years Class Teacher Candidate Pack



Welcome from the Headteacher

Thank you for your interest in the role of Early Years Class Teacher at our wonderful academy. Co-op Academy New Islington is a thriving school at the heart of a vibrant and diverse community in Ancoats, Manchester. We are a two form entry primary academy starting at Reception through to year 6.

Excellent pastoral care is at the heart of everything that we do, ensuring that every single pupil has the right conditions to be successful in their learning. We have highly skilled and experienced staff who work with our pupils and families to make sure that school days are a child's best days and that everyone feels like a valued member of the school community. Our core purpose is to provide the very best educational start possible for our pupils as we help them to become good citizens who care about each other and the world around them.

Co-op Academy New Islington strives to give the best possible start to education for all of its pupils. Our children deserve the highest quality education and to develop an understanding of the world that gives them the greatest chance to lead happy and successful lives.

Our Academy has three golden rules which all pupils are expected to follow. These are:

- BeReady
- BeRespectful
- BeSafe

These rules are shared and explored throughout the Academy including during assemblies, at lunchtimes, within classrooms and out on trips and visits. Our children use Dojo points where they can earn a range of rewards.

Our curriculum is ambitious and focuses on what the children and community need. Our Academy is focused on removing barriers to our children to ensure they achieve. New Islington will make a positive difference to its community, becoming central to raising aspirations and forming supportive connections with a range of agencies.

The academy is part of the Co-op Academies Trust which brings a wide range of benefits to pupils, parents and colleagues. There are a number of schools within Stoke-on-Trent who are part of the Trust which brings lots of networking and sharing of good practice. Pupils have the opportunity to participate in a wide range of activities across the Trust including travelling to 1, Angel Square in Manchester, which is the base of the Trust. Colleagues have access to a wide range of high quality CPD with high support from a range of experienced Directors, frequent network meetings and quality speakers.

Best wishes,

Joshua Berry
Headteacher

Our Co-op Academies Trust

Dear Applicant,

Thank you for showing interest in our academy and 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.

Best wishes,

Dr Chris Tomlinson | Chief Executive Officer

Our Values

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

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 Description

Early Years Class Teacher Co-op Academy New Islington

Salary: Main Payscale M1 - M6 £31,650 - £43,607- (Early Career Teachers welcome to apply)

Location: Co-op Academy New Islington

Start date: **Tuesday 22nd April 2025**

Purpose of the role

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards
- Be an excellent classroom practitioner, working in accordance with the school's policies, under the direction of the SLT / Headteacher.
- Have a positive impact on educational progress. Secure progress of every child including those who are SEND, PP and more able pupils.
- Ensure statutory and school duties for EYFS are met, including RBA and other EYFS assessment.

Responsible for:

Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- To take account of pupils' needs by providing learning opportunities which develop the areas of learning identified in national and local policies and particularly the foundations for English, through the implementation of Little Wandle Phonics and Mathematics.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge of the EYFS curriculum and Early Years framework

- To help plan and resource an EYFS environment that will stimulate learning.

Key Relationships

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues
- To help with the development of a highly effective Early Years team through effective systems: attend regular staff and phase meetings to ensure good communication, consistency in practice and good pupil progress.

Key Accountabilities

Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
 - Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
 - Adapt teaching to respond to the strengths and needs of pupils
 - Set high expectations which inspire, motivate and challenge pupils
 - Promote good progress and outcomes by pupils
 - Demonstrate good subject and curriculum knowledge
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Whole-school organisation, strategy and development

- Whole-school organisation, strategy and development
 - Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values
 - Make a positive contribution to the wider life and ethos of the school
 - Work with others on curriculum and pupil development to secure co-ordinated outcomes
 - Provide cover, in the unforeseen circumstance that another teacher is unable to teach
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Health, safety and discipline

- Promote the safety and wellbeing of pupil
 - Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment
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Professional Development

- Take part in the school's appraisal procedures
 - Take part in further training and development in order to improve own teaching
 - Take part in the appraisal and professional development of others, where appropriate
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Communication

- Communicate effectively with pupils, parents and carers
 - Communicate effectively with the EYFS team and other colleagues
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Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
 - Develop effective professional relationships with colleagues
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Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
 - Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
 - Understand and act within the statutory frameworks setting out their professional duties and responsibilities
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Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
 - Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
 - Promote the safeguarding of all pupils in the school
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Whilst every endeavour has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings have been used under which the detailed routines are assumed to be included in the job description.

Staff should not refuse to undertake work, which is not specified on this form, but they should record what they consider to be additional duties they are required to perform, and these will be taken into account when the post is reviewed.

Person Specification

Early Year Class Teacher Co-op Academy New Islington

App – Application form

SP – Selection process (which could include a range of exercises, including an interview)

Ref - Reference

<p>Qualifications</p> <p>Qualified Teacher Status (ECT considered)</p> <p>Evidence of continuous INSET and commitment to further professional development</p>		<p>(A)</p> <p>(A) (I)</p>
<p>Experience</p> <p>Experience of promoting positive behaviour conducive to learning and which is focused on raising standards.</p> <p>Teaching in a school of similar socio-economic context.</p> <p>Teaching in the relevant key stage and year group.</p> <p>Teaching in classes with high number of children with SEN and EAL needs.</p>		<p>(A) (I)</p> <p>(A)</p> <p>(A) (I)</p> <p>(A) (I)</p>

Skills, Ability, Knowledge

Knowledge and understanding of current theory and best practice in learning and teaching, including an understanding of Trauma Informed approaches.

(A) (I)

(A) (I)

Understanding of a diverse range of teaching and learning styles and techniques.

(A) (I)

The theory and practice of providing effectively for the individual needs of all children.

(I)

Statutory National Curriculum requirements at the appropriate key stage.

(A) (I)

The monitoring assessment, recording and reporting of pupils' progress.

(A)

The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection.

(A) (I)

Good understanding of effective procedures for managing and promoting positive behaviour among pupils, including an understanding of Restorative Approaches to Behaviour Management

(A)

The positive links necessary within school and with all its stakeholders.

You must be able to

- Create an engaging and inclusive learning environment for our pupils and their families
 - Work effectively with colleagues and multi-agency teams
 - Be highly motivated, enthusiastic and skilled in teaching
 - Maintain excellent standards in teaching, learning, assessment, personal development and behaviour support.
 - Be committed to creating opportunities to enable young people to thrive
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How to apply

All applications must be made using SAM people Recruit (this can be accessed via the link below)

<https://www.newislington.coopacademies.co.uk/vacancies>

For an informal chat about the role and the academy, and/or to arrange a visit, please contact the main offer on 0161 273 8007 or email newislington@coopacademies.co.uk

The closing date for applications is: **Monday 10th February 2025**

Interview timetable

Interviews will take place on: **Thursday 13th February 2025**

What we offer:

- Excellent opportunities for personal and career development within the Co-op Academies Trust
- Employee benefits such as retail discounts, cycle to work scheme and much more
- Free access to a confidential 24/7 Employee Assistance Programme
- Effective, supportive and dynamic leadership
- A superb school building with a flexible and creative ICT rich working environment, stunning library facilities and impressive outdoor facilities;
- The opportunity to work alongside a welcoming, friendly and supportive team.
- Well behaved, respectful and caring children.

Required from April 2025, this is an exciting opportunity to make a real difference to the lives of young people and their families and become part of our dedicated academy team.

Co-op Academy New Islington

10 Hugh Oldham Way, New Islington Marina, Ancoats, M4 6EY

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.

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, and the Ways of Being Co-op.