

Lead practitioner and SENDCo candidate pack

Welcome from the Executive Headteacher

Dear Applicant,

Thank you for showing interest in our academy and our Trust.

Co-op Academy Princeville is an inspiring place to work and learn and as part of the Co-op Academies Trust, where it aims to secure excellence in all aspects of its work.

Co-op Academy Princeville demonstrates a strong commitment to the Ways of Being Co-op and cooperative values, and at Co-op Academy Princeville we establish everything that we do within these principles. It is therefore vital that applicants are willing to fully embrace these, embedding them into the learning experiences for pupils and using them to drive up academic standards further. The Trust is a successful and highly collaborative partnership of schools committed to raising the educational ambitions of the communities which it serves. The academy motto is 'Learning to make a difference' and this is demonstrated in daily academy life.

This is a key role within our Senior Leadership Team at Co-op Academy Princeville; a fantastic opportunity for someone with drive, enthusiasm and high aspirations to work in partnership with school leaders to make a real difference to our academy and young people. You will lead by example and inspire and develop others, building on our many successes and driving forward academy improvement. As Lead Practitioner you will be a driving force in moving our culture from good (Ofsted June 2024) to great. With this in mind, we are seeking to appoint an ambitious and engaging Lead Practitioner; someone who can help shape and deliver a shared vision for the future and take a lead in developing the academy.

Rimah Aasim | Executive Headteacher

Welcome from the Head

Dear Applicant,

We are seeking an excellent classroom practitioner who has experience across the primary age range, someone who is able to take our curriculum and adapt it to meet the needs of our pupils. They will also act as our SENDCO. Both experienced and new SENDCOs are welcome to apply. You must be willing to complete the NPQ SEND qualification if you are not already qualified as a SENDCO. The Trust benefits from a SEND director, SEND Team and colleagues within school who have also been SENDCOs, so there will be plenty of support for any new SENDCO joining our team. They will be a key leader in supporting our SEND provision in school and ensuring all statutory activities are completed in a timely manner, to ensure pupils have the very best life chances.

The leader we seek will have the outcomes of SEND pupils at the forefront and be strategic in their thinking to work with others to ensure we are working towards continual improvement.

We welcome interest from talented and ambitious individuals looking for their next step in academy leadership and who wish to come and work within a highly regarded Trust and an academy that shows strong aspiration and potential.

If you feel you have the skills and commitment to further improve the lives of children and their families/carers at the academy and you have a strong belief in the power of co-operation to achieve great things - please get in touch with us.

If you would like an informal chat about the role and the academy, please get in touch via email – gemma.shaw@coopacademies.co.uk.

Gemma Shaw | Head of Academy

Our Trust

Through a great education we 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 with academies to empower teachers and 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, we have also been recognised by the Sutton Trust Charity and the Education Policy Institute as one of the top performing multi-academy trusts for disadvantaged students.

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.

Popular with students, parents and teachers, we began in 2010 with just two academies: one in Manchester and one in Stoke-on-Trent. Two years later, in 2012, we began to work with a cluster of academies in Leeds and by 2014, we had five academies in Leeds; made up of one secondary and four primary academies.

To date, the Trust comprises multiple institutions and spans the breadth of the educational spectrum, from primary and secondary academies, to colleges and special schools. Pragmatic in our approach to growth, we work closely and cooperatively to improve all of our academies. Improving results and impressive Ofsted inspections have led to schools requesting to join the Trust which is now well on its way to realising its ambition of growing to over forty schools. We look forward to the opportunities that this will bring to our staff, young people and communities.

You can find out more about our Trust by visiting coopacademies.co.uk

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

The Application Process

Closing date for applications: Monday 24 February 2025 at 9am.

Shortlisting will take place on Monday 24 February and the short-list of candidates who will be invited to take part in a selection process will be informed that day. The process will include a visit to your current work setting where possible.

We want to create an inclusive environment, where everyone can contribute their best work and develop to their full potential. We celebrate our differences, and recognise the importance of our academy teams reflecting the diverse communities they support. We can make reasonable adjustments to our interview process according to your needs.

Job Description

Lead Practitioner

Salary: L1-L5 (£50,025 - £53,669)

Reports to: Head of Academy

Location: Bradford, West Yorkshire

Start date: April 2025

Purpose of the role

You will work directly with the Executive Headteacher and Heads of School to support, deliver and co-deliver outstanding lessons (with a particular focus on Upper Key Stage two in the first instance). You will be a pivotal person to show and share the best curriculum practice across the phase.. You will be expected to deliver regular professional development sessions to curriculum leaders and teachers with the aim of improving pupils' outcomes. You will be a consistently very good/outstanding teacher with time being spent teaching, mentoring, providing model lessons, leading by example.

As SENDCo you will work closely with the wider inclusion team at Coop Academy Princeville to ensure barriers to learning are removed, adopting the mantra of unconditional positive regard. You will provide strategic vision for the department and promote a fully inclusive ethos and curriculum across school, being responsible for the administrative functions of the SEN department. You will ensure that all students who require additional support are effectively provided for and support robust and strategic transition for pupils with SEND. To ensure that all work with students underpins and promotes the school's ethos and values as reflected in the mission statement of the Coop Trust. You will promote and safeguard the welfare of all students at Coop Academy Princeville

Key Accountabilities

- Build sustainable capacity of teachers and leaders of the curriculum including CPD delivery
- Work effectively with the School Leaders to develop teaching and learning practice of colleagues
- Communicate key messages to teachers and curriculum leaders, Head of school and Executive Headteacher.
- Consistently demonstrate a high standard of teaching and curriculum development across our academies, through modelling lessons and co-delivery, including to support ECTs
- Ensuring you provide challenge and support to those you work with to drive up standards in all areas
- Work alongside Curriculum Directors and Directors of Primary SEND to embed an effective curriculum at Co-op Academy Princeville.
- Report on standards and quality of provision to the Head of School and Executive headteacher.
- Have knowledge and understanding of the implications of the Code of Practice for Additional Educational Needs for teaching and learning.
- Lead a team of inclusion support staff to develop their SEND practice.
- To lead the provision of SEND, including the allocation of support time, the writing of one page profiles and lead the reviewing and applications for EHCPs.
- To liaise with relevant outside agencies to ensure that the SEND needs of individual pupils are met effectively.
- Ensure that the SEN Register is kept accurate and up to date and that staff are kept informed of students with special educational needs.
- Lead the production and implementation of an inclusion action plan as part of the School Improvement Plan, to include staff development and training
- Provide guidance to staff on the choice of appropriate teaching and learning methods to promote an inclusive curriculum
- Use data effectively to identify pupils who are working below age related expectations and where necessary create and implement effective plans of action to support those pupils
- Establish a partnership with parents to involve them in their child's learning, as well as providing information about curriculum, attainment, progress and targets as required.

<ul style="list-style-type: none"> commitment to equal opportunities • The ability to form and maintain appropriate relationships and boundaries with children and colleagues • Be able to build relationships quickly with teachers and headteachers • Be able to demonstrate resilience, motivation and commitment to driving up standards of achievement • Have the IT competence necessary to fulfil all duties within the role 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
<p>Personal Qualities</p> <ul style="list-style-type: none"> • Work constructively as part of a team with a willingness to share knowledge, expertise and experience. • Ability to remain calm under pressure: prioritising conflicting demands. • Demonstrate good co-operative, interpersonal and effective listening skills. • Be aligned with all co-operative values and the Co-op Ways of Being. • Be committed to ensuring that all children in our schools receive an excellent education in a safe and stimulating environment. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A</p> <p>A</p> <p>A</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>

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.

Name (print) :	
Signed :	
Dated :	