



Lead Teacher of KS3 Science - Co-op Academy Florence MacWilliams

Start date: 1st September 2025

Thank you for your interest in applying for Lead Teacher of KS3 Science at Co-op Academy Florence MacWilliams. This is a unique opportunity to lead a new free school in Stoke-on-Trent working closely with the SLT and a brand new team of teaching and support staff.

Co-op Academy Florence MacWilliams opened its doors in September 2024 in temporary accommodation, welcoming our founding cohort of 120 Year 7 students. Through collaboration with the Local Authority and the DfE's Free School program, Co-op Academy Florence MacWilliams is an important addition to Stoke-on-Trent's educational landscape. For September 2025, we will transition into our state-of-art facility, expanding each year until reaching full capacity of 1150 students in 2030.

This role comes with unparalleled opportunities for development, progression, and influence as the academy evolves.

Why Choose Co-op Florence MacWilliams?

- **Lifelong Learning** : At Co-op Academy Florence MacWilliams, we are dedicated to fostering continuous professional development throughout your career journey. With an unwavering commitment to growth, we offer double the standard number of training days. This ensures you have abundant opportunities for learning, skill enhancement, and staying at the forefront of educational advancements.
- **Thriving in a Collaborative Community**: Joining Co-op Academy Florence MacWilliams means becoming an integral part of the larger Co-op network, one of the UK's most successful Multi-Academy Trusts. You will become part of a dynamic community where peers connect locally and nationally sharing valuable resources, knowledge, and best practices.
- **Streamlined Organisational Support**: Our organisational structure is meticulously designed to support our staff. This strategic approach allows you the freedom to focus on your strengths, ultimately contributing to the enhancement of educational outcomes for the academy's students.
- **Curriculum Excellence for Future Success**: At Co-op Academy Florence MacWilliams, our curriculum is crafted with support from central service subject directors. This results in a solid knowledge base and a depth of understanding in each subject.



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- **We Care:** At Co-op Academy Florence MacWilliams, we are committed to creating something special, a culture of high expectations with the ways of being and our PACE principles at the heart of everything we do. Our goal is to provide an exceptional educational experience for our students and to foster a community where everyone feels valued and supported.

- **Extended Learning Opportunities:** Co-op Academy Florence MacWilliams is introducing an extended school day to provide students with valuable additional time for comprehensive learning and skill development. This extended period will be dedicated to a well-structured enrichment program, offering a diverse range of activities designed to expand students' horizons, cultivate cultural capital, and nurture enduring interests that will shape their lives beyond their school years. This innovative approach to our school day and calendar enables the incorporation of an extra two weeks of holiday into the academic year, providing both students and staff with shorter, more rejuvenating term times.

Closing date for applications: Monday 10th March, 2025

Interviews will take place on: Friday 14th March, 2025

Start date: 1st September, 2025

If you have what we are looking for, we would love for you to take the initiative and apply to be part of a team that is not just building a school but shaping the future of education in Stoke-on-Trent.

Elizabeth Clewlow

Headteacher
Co-op Academy Florence MacWilliams



Lead Teacher of KS3 Science

Salary / grade range	MPS/UPS TLR 2b (£5025)
Contract	Permanent
Location	Co-op Academy Florence MacWilliams
Reports to	SLT

Purpose of role:

To work with the SLT team to lead the effective delivery of an outstanding curriculum for KS3 Science, enabling the highest level of pupil progress and attainment. Working as part of the founding team at a highly ambitious startup school in Stoke-on-Trent. You will be instrumental in our mission to provide every student a great education and real choices in life, regardless of their background. A passionate practitioner, you will deliver high-quality outstanding teaching and learning, supporting pupils to achieve excellent results through meticulously planned lessons that inspire a love of learning that extends beyond the classroom. Additionally you will be a positive role-model, upholding the school vision and impacting the academy more widely.

As the school is a new academy the successful candidate will be expected to carry out the full range of duties based around Florence's PACE principles:

Pride: Instilling values, Florence PSHE & character programme.

Ambition: Effectively using assessment & data. Leading on teaching a rigorous academic, enrichment & careers curriculum.

Care: Leading and modelling strong discipline, pastoral care systems and safeguarding.

Excellence: Leading excellent teaching, collaborative planning and quality training.

Key accountabilities (and specific duties / responsibilities):

Key Responsibilities

- Live Co-op Florence MacWilliams' vision & values in all academy provisions.
- Instil a culture of high expectations across academy life.
- Safeguard all students, ensuring the safety and well-being of both students and staff.



- Build effective external relationships, fostering connections with parents and the community.

Leadership and Management

- Embed Florence's PACE principals in all department provision and work with SLT to ensure they drive strategy, feeding into department evaluations and development plans relating to KS3
- Mentor ECTs and any student teachers
- Support team members through coaching and/or mentoring as required
- Develop all members of the team through department specific CPD, inset training days and regular lesson observations and learning walks, focussed on your key stage teaching
- Plan, resource and deliver lessons to the highest standard so that students make exceptional progress at KS3
- Provide a nurturing environment that helps students to develop as learners
- Contribute to establishing and maintaining discipline across the whole academy
- Contribute to the wider development of each child, supporting our mission that every student leaves Co-op Academy Florence MacWilliams with real options, be it to embark on their chosen career or to go onto a course of their choice at university

Teaching

- Set high expectations so that all students are inspired, motivated and challenged to reach their full potential
- Create a positive climate for learning, by explicitly teaching lesson routines and applying behaviour systems consistently and fairly
- Keep up to date with any changes in learning and teaching related to your subject, including DfE guidance and curriculum changes and ensure staff are kept informed
- Plan and teach well-structured, differentiated lessons which allow adequate time to embed new knowledge, understanding and skills
- Nurture every student's intellectual curiosity, asking pertinent questions to deepen students' understanding
- Systematically check students' understanding and act to correct any misconceptions
- Provide students with individual feedback aimed at moving his or her learning forward, developing a growth mindset in each pupil

Curriculum and Assessment

- Plan, monitor and evaluate curriculum provision and enrichment for KS3 Science
- Track student progress and make intelligent use of data to identify underperformance, plan appropriate support and achieve excellent outcomes for our students
- Participate in and contribute to effective collaborative planning for every year group, feeding your experience into improvements in the curriculum
- Planning assessments and subject specific revision, including preparing students for national examinations
- Review and reflect on each assessment, making intelligent use of data to identify



underperformance, and plan appropriate support to address this

- Predict student outcomes as required
- Lead enrichment and participate in trips and visits to enhance the learning experience of all pupils

Culture and ethos

- Contribute to the academy's behaviour management, implementing school systems consistently and in a kind and respectful manner
- Develop strong partnerships and ensure regular communication with parents
- Be active in issues of student welfare and support
- Complete duties around the school, modelling best practice for all staff

Development of the Co-op network

- Value and support practices driving continued progress across the Co-op network of schools
- Participate actively throughout the network, by attending relevant meetings and network-wide training and assessment standardisation

Other

- Undertake, and when required, deliver or be part of the appraisal system and relevant training and professional development
- Undertake other various responsibilities as directed by the Head of department or SLT



Person Specification

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)
Qualifications <ul style="list-style-type: none"> • QTS • Strong A Levels or equivalent. • Degree in main subject taught or degree in a closely related subject 		A A A
Experience <ul style="list-style-type: none"> • Ability to lead and develop a team. • Mastery of and enthusiasm for subject discipline • Knowledge of the national secondary education system, examinations and curriculum • Excellent understanding of both subject and general teaching pedagogy • Experience of reflecting on and improving teaching practice to increase pupil achievement • Experience of interpreting pupil data to drive lesson planning and pupil progress • Experience of raising attainment in a challenging environment • Experience of leading successful enrichment which inspire and motivate learners • Effective and systematic behaviour management 	D	A/I A/I A/I A/I A/I A/I A/I A/I
Skills, Ability, Knowledge <ul style="list-style-type: none"> • Strong interpersonal, written, and oral communication skills. • Clear understanding of strategies for high standards. • Excellent organisational skills • Confident use of data to inform and diagnose weaknesses and inform next steps. 		A/I A/I A/I A/I



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<ul style="list-style-type: none"> Ability to diagnose and implement effective strategies to raise learning standards. Ability to develop and maintain highly effective working relationships with parents and the wider community. Comfortable working collaboratively with stakeholders in the CAT network. 		<p>A/I</p> <p>A/I</p> <p>A/I</p>
<p>Personal Qualities</p> <ul style="list-style-type: none"> Genuine passion for and a belief in the potential of every pupil Vision aligned with Co-op Florence MacWilliams high aspirations and high expectations of self and others Effective team worker and leader Excellent interpersonal, planning and organisational skills Motivation to continually improve standards and achieve excellence Reflective practitioner, open to feedback and training to establish outstanding classroom practice Acts as a role model to staff and pupils 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. Commitment to and understanding of professionalism in line with the National Teaching Standards 		<p> </p> <p> </p> <p> </p> <p> </p> <p> </p> <p> </p> <p> </p> <p> </p> <p> </p> <p> </p>
<p>Other</p> <ul style="list-style-type: none"> Commitment to equality of opportunity and the safeguarding and welfare of all pupils Willingness to undertake training 		<p> </p> <p> </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. 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.