



coop

Academies Trust



Co-op Academy
Brierley

Dear candidate,

I am delighted that you are interested in this Teaching Post at Co-op Academy Brierley.

Co-op Academy Brierley is a newly opened state of the art SEND School in East Leeds, we need to recruit a significant number of teachers to join us as we expand to full capacity in September 2025.

A range of teaching posts are available teaching pupils aged 4-16 with a range of needs and abilities, these posts are unfortunately not suitable for Early Career Teachers.

This is a fantastic opportunity to be part of our 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.

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

Visits to the Academy are warmly welcomed, if you would like to arrange a visit then please contact Emily Easton, HR Advisor- emily.easton@coopacademies.co.uk for our availability.

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 Monday 24th February at 9am with interviews taking place from the 27th & 28th February 2025.

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: Teacher of SEND

Salary / grade range	MPS- UPS £31,650- £49,084 Plus SEND Allowance
Location	Co-op Academy Brierley Cross Green Lane LS9 OBA

Purpose of role:

- Plan, implement and deliver appropriately differentiated, adapted, stimulating and engaging learning experiences and promote a love of learning for all students.
- To be responsible for the progress and development of pupils
- Provide a bespoke learning experience which provides pupils with the opportunity to achieve their individual potential
- Responsible for raising the standards of pupil achievement and developing the whole child
- Undertake the professional duties of a Teacher by having regard to national standards
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

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 class
- 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 own classroom 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, resources, schemes of work and teaching strategies within the school
- Devise, contribute to and implement statutory assessment, annual reviews and EHCP's
- 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"> ● Successful teaching experience with pupils with a wide range of SEN needs. ● Experience of planning and presenting a differentiated curriculum. ● Experience or willingness to learn Team Teach. ● Experience in a wide range of Schools and Educational Settings 		A/I
<p>Qualifications/ Training</p> <ul style="list-style-type: none"> ● Qualified Teacher Status. ● Higher Degree Qualification ● Postgraduate SEN Course ● Participation in work with other schools/agencies. 		A/I
<p>Skills, ability and knowledge</p> <ul style="list-style-type: none"> ● Awareness of the SEN Code of Practice ● Conversant with National Strategies, National Curriculum ● Understanding of conduct of performance management ● Trained in Equality of Opportunity ● Practical understanding of effective teaching and evaluation strategies ● Awareness of the characteristics of an effective special school ● Awareness of strategies to raise pupil achievement and manage behaviour ● Able to motivate students and staff, setting high standards and provide a focus for improvement ● Experience of adapting the National Curriculum to meet the needs of students with a wide range 	D	A/I

<ul style="list-style-type: none"> • of SEN. • Experience of monitoring and evaluating teaching • Involvement in school improvement work • Specialist subject knowledge. 	<p>D</p> <p>D</p> <p>D</p>	
<p>Personal qualities</p> <ul style="list-style-type: none"> • Ability to relate well to pupils and adults • Ability to work constructively as part of a team • Ability to remain calm under pressure • Demonstrate good co-operative, interpersonal and listening skills • Demonstrate a commitment to working with children of the relevant age • Ability to understand classroom roles and responsibilities and your own position within these • Flexibility and willingness to accept change • Willingness to share knowledge, expertise and experience • Ability to prioritise conflicting demands and pressures • Ability to self-evaluate learning needs and actively seek learning opportunities • Ability to work proactively and independently • Approachable, courteous and able to present a positive image of the school to callers and visitors • Maintain confidentiality in matters relating to the school, its pupils, parents and carers 	<p>D</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.