



Co-op Academy
North Manchester

Teacher of Music and Music Engagement Lead 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 Teacher of Music & Music Engagement Lead 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 Co-op Academies Trust are at the heart of all that we seek to achieve and are evident throughout the school.

You will be joining us at an exciting time as the academy enters a period of growth. Together we have been really successful but now we need to increase our teaching capacity so that we can secure an even better future for our pupils, staff and wider community.

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

Strong leadership has been at the heart of our success. Our leaders are committed and reflective individuals who are themselves empowered, but who also have the ability to both inspire and empower others to realise our academy's vision. We understand and implement the Co-op Ways of Being of: 'succeed together', 'show you care', 'be yourself always' and 'do what matters most', understanding the unique importance of each as well as how they must be implemented together to ensure that success is achieved in the 'right' way.

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.

With warmest wishes,

Mrs Sloper-Russell

Principal

[Ofsted Report](#)

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 co-operatives across the world, we work to empower our staff and our young people to work together for a better education and a better community.

They 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

"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

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

Vice Principal Quality of Education

"Pupils' work shows that they are knowing and remembering more."

Furthermore, they communicate well and appropriately. This helps to prepare them for their next steps after school."

Ofsted 2024

Learning Outside 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.

Ms S Tomkow

Assistant Vice Principal Teaching & Learning

Music at Co-op Academy North Manchester

At Co-op Academy North Manchester, our vision is to ensure every pupil leaves empowered to lead a happy and successful life. Within the Performing Arts Department, we are passionate about providing all pupils with the opportunity to experience music in a meaningful and inclusive way.

Music is central to our curriculum and extra-curricular offer, and we are proud to provide free instrumental lessons for all pupils. We take a sound-first, practical approach to teaching, with pupils developing skills in performance, composition, listening and group work. They explore a wide range of musical styles and cultures, learning to perform and compose in various genres.

Through excellent teaching and rich musical experiences, we aim to nurture a lifelong love of music and the performing arts in every child

Mr M Asher

Head of Performing Arts

"Teachers are adept at introducing new vocabulary and ensuring that pupils use it correctly. As a result, pupils articulate their understanding effectively."

Ofsted 2024

"The school has made pupils' attendance a high priority."

Ofsted 2024

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

Ofsted 2024

"Pupils are very clear about how the school expects them to behave. They are respectful towards staff."

Ofsted 2024

Safeguarding

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 Behaviour & Community

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 Maths teacher myself, 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 or an established classroom practitioner, at Co-op Academy 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

Teacher of Music with TLR and Music Engagement Lead

Salary: MPS/UPS + TLR2b

Location: Co-op Academy North Manchester

Purpose of the Role

Teaching Music is a key role within the Academy, ensuring that the Academy's vision of excellence and success is achieved within this department. Through having the highest expectations, they will be able to continue to drive up standards of achievement, attainment and enjoyment for the subject so that all pupils can make exceptional progress.

Music is engrained in the culture here at Co-op Academy North Manchester. We are the home of The One Education North Manchester Steel Pan Hub with strong links across the Co-op Academies Trust. We lead on the Biannual Trust wide Young Musician of the Year. North Manchester is the lead for the Trust wide academies big band with pupils from across Greater Manchester Co-op Academies attending alongside a community Big Band and also take part in the Biannual Trust wide musical production alongside our own busy musical calendar.

The successful applicant will be committed to leading learning within the department which has high quality teaching and learning at its heart. They will be passionate about teaching Music and have a strong desire to develop, within pupils, a real interest in the subject, by offering them a range of high quality experiences both inside and outside of the classroom. They will also be committed to ensuring that all pupils are given the best opportunities to succeed and use strategies that will ignite within each learner a strong desire to achieve their very best.

The successful candidate will be able to enthuse, motivate and inspire children, generating within them a love for learning. Good teamwork, high standards and a capacity for hard work will have been at the core of your success. You will be a creative thinker with an ability and determination to develop the Academy as a centre of excellence within your subject area.

Co-op Academy North Manchester offers a high quality CPD for its entire staff. The Academy has strong links with MMU and the Alliance for Learning SCITT; we currently train ITT students as we are very committed to developing new entrants to the profession. It is expected that the successful candidate will be committed to their own continual professional development and take opportunities to continue to develop the department as a centre of excellence for training.

Music as part of the Performing Arts department benefits from double height performance space seating over 300 people and is well resourced with state of the art lighting, sound and grand piano. There are two main classroom teaching spaces with four smaller breakout rooms. The department is extremely well equipped with state of the art instruments and software for music making. A iMac and computer suit, classroom sets of samba drums, Djembes, Keyboards, Guitars, Ukuleles, 5 Drum kits, Electric guitars, bass guitars, Brass and woodwind instruments and a steel pan Orchestra.

Music is highly invested in at Co-op academy north Manchester with free instrumental tuition for all pupils as music engagement lead candidates will take a lead in ensuring that pupils are provided with the best musical opportunities and experiences alongside supporting the development of the Music curriculum and provision.

Co-op Academy North Manchester is part of the Co-op Academies Trust and it is therefore expected that the successful candidate will also be committed to the vision and values of the Trust and demonstrate these within their role.

Shaping the Future

You will work with the Head of Performing Arts to create and deliver a shared vision for the development of the department, an excellent teaching and learning offer in Music and improved outcomes for all pupils.

- Developing the strategic vision and direction for the department, based on research and analysis of contextual need.
- Ensuring that the English department reflects the academy's vision and values and those of our Trust.
- Playing an active role in raising the aspirations and ambitions of our pupils, their families and carers and the local community.

Teaching and Learning

- Set high expectations that inspire, motivate and challenge pupils
- To have secure and up-to-date subject knowledge and related pedagogies in order that you can plan and teach appropriately challenging, personalised and differentiated lessons that engage and motivate pupils and consider pupils needs and prior attainment.
- To ensure that all lessons are prepared and delivered in order that all students can make at least expected or better progress.
- To maintain accurate student records and be able to utilise a range of approaches to assessment that provide pupils with effective feedback and next steps for learning.
- In line with Academy policy, report, evaluate and analyse pupil progress towards targets to identify individual and groups of students.
- To keep up to date with the assessment requirements and arrangements for the subject you teach.
- Work alongside the Head of Subject to implement strategies to address the underperformance of individuals and groups of students.
- In line with Academy policy, maintain strong attitudes to learning both within the classroom and beyond and consistently and fairly apply the rewards and sanctions policy of the Academy.
- To keep up to date with the assessment requirements and arrangements for the subject(s) you teach
- Work alongside the Head of Department to implement strategies to address the underperformance of individuals and groups of pupils.
- To ensure that the learning environment is safe, welcoming, stimulating and promotes learning and to take responsibility for the management of shared and dedicated learning spaces.
- To take responsibility for promoting excellent pupil attendance and punctuality to lessons and to ensure that accurate and prompt registers are taken for all lessons.
- To assist in the development of appropriate schemes of learning and resources for the subject area.
- To ensure that literacy, articulacy and numeracy, alongside other Academy curricular initiatives, are reflected in the learning experience for all students taught.

Wider Professional Responsibilities

- To be an effective team member sharing the development of effective practice and understanding your role and the roles of colleagues in developing both yourself and others.
- To be a reflective practitioner who is both adaptive and committed to improving your practice through appropriate professional development opportunities including mentoring and/or coaching.
- To be a positive and professional role model for all students and staff.
- To treat all students with dignity, building relationships that are rooted in mutual respect and at all times observing proper boundaries appropriate to a teacher's professional position.
- To maintain excellent relationships with pupils, exercising appropriate authority and to act decisively when necessary.
- To know, understand and follow whole school policies and apply them consistently, including those on safeguarding and well-being, in accordance with statutory provisions and Academy policy.
- To ensure any concerns regarding student welfare and safeguarding are communicated to the relevant senior member of staff and to understand that safeguarding is the responsibility of all staff.
- To carry out supervision duties as directed in the Academy duty rota.
- To engage actively in the Academy Appraisal process.
- To contribute to the preparation of subject improvement plans, policy and practice as part of the subject team.
- To play a full part in the life of the Academy and to support its vision, values and ethos and those of the Trust.
- Attend Academy events and activities as directed by the Principal
- To contribute to the planning and delivery of extra-curricular activities.

Specific Areas of Responsibility

- To work professionally and effectively as part of Music and the wider academy staff team.
- To be a positive professional role model for all Pupils.
- Treat all Pupils with dignity, building and modelling relationships rooted in our vision and values.
- Have regard for all policies and procedures.
- To be a form tutor to an assigned group of Pupils and carry out that role in line with academy policy.
- To carry out supervision duties as directed in the academy duty rota
- To contribute to regular reports to parents on the progress, attainment and development of Pupils taught.
- Continue your own professional development in relevant areas including subject knowledge and teaching/learning methodology.
- Engage actively in the academy appraisal process.
- Engage actively in the academy CPD program to develop skills and improve practice.
- Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy
- Communicate effectively with parents and carers.
- Be familiar with, and follow, all academy policy and practice to ensure a consistent high standard approach to all aspects of the academy.
- Contribute to the preparation of subject improvement plans, policy and practice as part of the subject team.
- Play a full part in the life of the academy, to support its vision and values and those of the Trust.
- Attend academy events and activities.
- Any other reasonable requested made by the Principal.
- It is expected these roles and responsibilities will change annually or biennially.



Person Specification

	Essential	Desirable
<i>Qualifications, Educational, Training</i>	Degree and teaching qualification. Recent relevant in-service training. Teach Music to GCSE & BTEC	Post-graduate qualification. Coaching qualification.
<i>Relevant Experience</i>	Successful teaching experience including the teaching of subject to GCSE level. Contribution to the work of the subject area including involvement in course planning, development and evaluation.	Experience of responsibility within the subject or other relevant area. Evidence of a contribution to wider educational issues.
<i>Knowledge, skills, abilities</i>	Excellent classroom practitioner. Excellent Music teacher who is confident is delivering a wide range of activities at KS3/4 Very good oral and written communication skills. Ability to 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 a team. Ability to plan, organise, review and adapt the Music curriculum. To be able to lead music ensembles, Bands, choir, and have the ability to play an instrument with basic keyboard skills to further enhance the music curriculum and extra-curricular offer Excellent ICT skills. Be creative and look for innovative new ideas within the subject..	Knowledge of Arbor or similar. Performing arts background with some experience of Drama and/or Dance
<i>Leadership</i>	Ability to lead. Ability to motivate, support and inspire trust in others. Ability to confront and resolve problems. Experience of leading initiatives beyond their own classroom.	Ability to innovate and manage change. Ability to lead initiatives across the academy. Ability to lead the instrumental teaching team
<i>Others</i>	A passionate commitment to develop the best in young people. Tact and diplomacy in all interpersonal relationships with the public, students 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 engaged 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. To be prepared to work flexibly outside the Academy hours. Experience of the role of form tutor.	
<i>Safeguarding</i>	Willingness to consent to apply for an enhanced disclosure DBS check. Commitment to demonstrating a responsibility for safeguarding and promoting the welfare of young people.	

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 Head of Department 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 2pm on Tuesday 20th May 2025. Candidates who are successfully shortlisted will be notified that afternoon and will be invited to attend an interview on Thursday 22nd May 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.

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.



Co-op Academy
North Manchester

Noma-enquiries@coopacademies.co.uk

northmanchester.coopacademies.co.uk

0161 681 1592

300 Victoria Avenue East Blackley, Manchester,
M9 7SS