

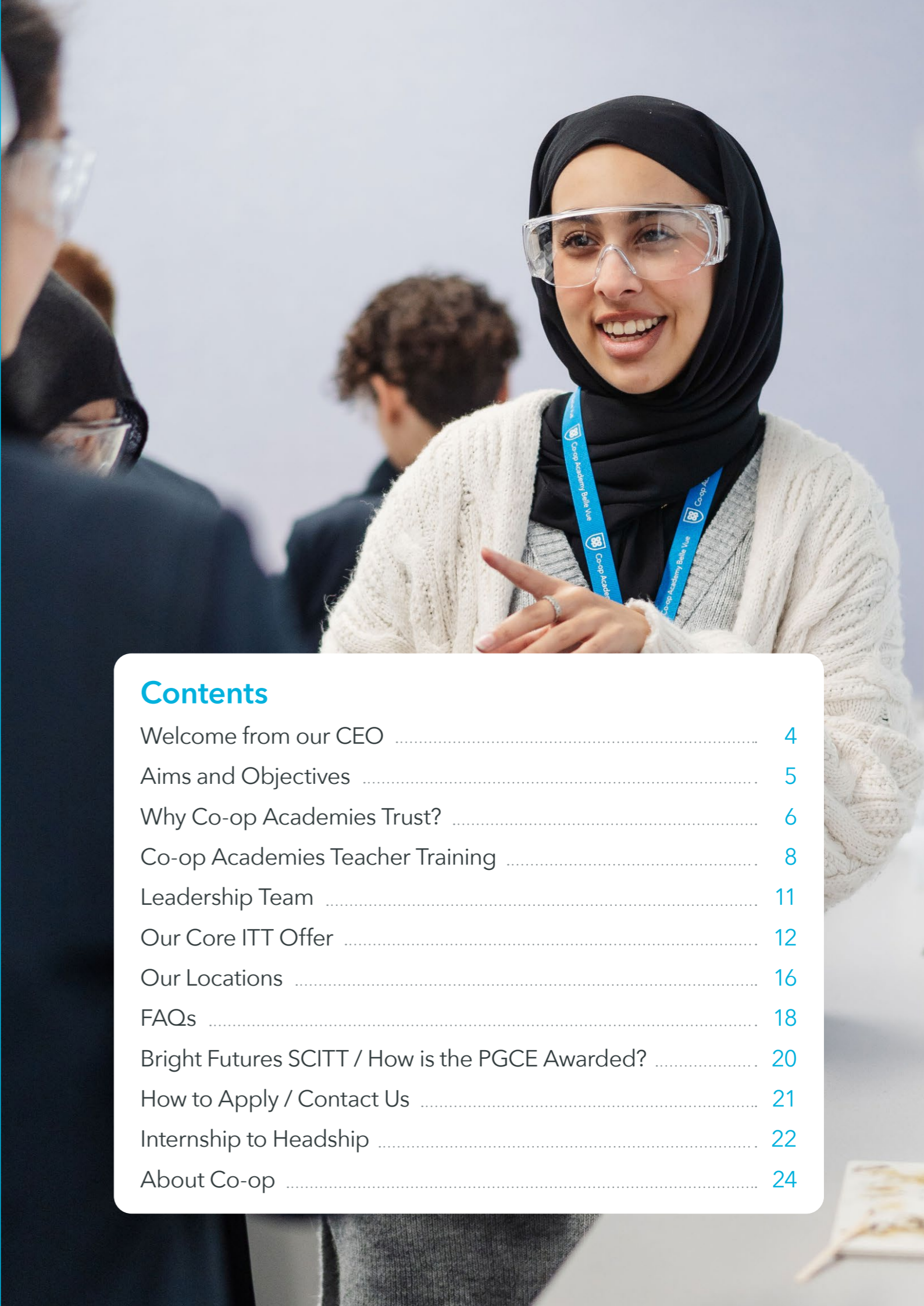


Academies Trust



# Train to Teach

with Co-op Academies Trust



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# Welcome from Our CEO

I'm proud to lead Co-op Academies Trust. As a Trust, we're a major part of the Co-op's community strategy and we benefit from the expertise that this sponsorship brings. Belonging to such a successful, but more importantly ethical, organisation is what makes us different.



It's not just about what we do, it's about how we do it. Our 'Ways of Being Co-op' provide clear direction in all that we do. We're looking for teachers with a strong moral code who're passionate about improving the life chances of young people. If you're looking for a career that has social responsibility at its core, we could be a perfect fit!

You'll be joining a Trust where we put pupils, people and communities first. We're committed to training teachers who'll be future leaders in our academies. The professional development (CPD) provided is innovative, high quality and delivered by excellent professionals. We offer a lifelong CPD commitment, not just at the start of your career, but also throughout. The first few years of training and development is crucial, so we provide the very best start to your professional career in education.

Our teacher training programme is an important part of our 3-year strategic plan. For a Trust our size, having our own training route into schools is essential. It's not just about recruitment, but retention too. We hope that investing in you will encourage you to invest in us too! We're a large organisation and we're still growing - with plenty of opportunities for progression.

Our Trust is vibrant and filled with staff who are all working towards the same goal - working with young people to help make a difference in transforming communities. An organisation with a real sense of purpose.

If this is what you're looking for, come and join us!

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**Dr Chris Tomlinson**  
CEO, Co-op Academies Trust

## Aims and Objectives of Our Programme:

Produce high-quality teachers for the Trust

Deliver high quality, innovative, research-led practice

Develop reflective and responsive teachers

Provide practice that ensures high-quality outcomes for learners

Build a supportive and nurturing environment for trainees

Help you to best shape the lives of young people through our courses

Inspire high levels of professional conduct which reflect our key values of Self-help, Self-responsibility, Democracy, Equality, Equity and Solidarity

Promote our values and incorporate ways of being co-operative through 'The Co-op Way' of "Do what matters most, Be yourself always, Succeed together and Show you care"

**Work with us to best shape the lives of our young people through our Primary and Secondary Teacher Training courses**

# Why Co-op Academies Trust?



Our academies are located across the North of England, serving very diverse communities.

We know the difference co-operation can make to these communities. The values of co-operation are shared throughout the world, but we have our own unique way of articulating them to young people!

These are our 'Ways of Being Co-op'. Whatever we do, they are the way that we do it.

Ways of being:

**Be yourself, always**

**Do what matters most**

**Show you care**

**Succeed together**

Co-operative values:

**Self-help**

**Self-responsibility**

**Democracy**

**Equality**

**Equity**

**Solidarity**

# Co-op Academies Teacher Training

We run a school-based teacher training programme, led by outstanding teaching professionals.

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Our hands-on approach means you become a Trainee Teacher in a placement school from the very first day of your training.

The provision combines practical training, both in and outside of the classroom, with academic focus provided by university professionals. Our curriculum is designed to develop motivated, collaborative and learner-centred teachers who contribute effectively to schools and the teaching profession. We are committed to providing a rich, responsive and well-sequenced curriculum for our trainee teachers which will allow them to fully meet the Teachers' Standards at the end of the programme.

Our mentors find that developing new teachers enriches their own practice and trainees love to be part of the academy communities in our trust. They play a significant role in the implementation of our curriculum by supporting our trainees to Learn, Explore and Apply their centre-based learning in the classroom.

Our courses offer Qualified Teacher Status (QTS) with the opportunity to work towards a Postgraduate Certificate in Education (PGCE with 60 Masters Credits).

As a Trainee Teacher with us, you can immerse yourself in school life from day one! You'll join a team of staff committed to delivering the highest quality teaching to children across our Trust.

If you are keen to learn with us, our school-led training could be the route for you. Your mentors, teachers and Specialist Leaders of Education (SLEs) will support you fully, using innovative training to help you become the best teacher you can be.

What our school-based programme offers you:

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Guaranteed teaching placements in a network of schools across our Trust and partnerships

Cross-phase training experiences throughout the course - from early years to sixth form

Summer induction sessions prior to starting your training year

Every trainee will be given a new Google Chromebook to use throughout the course

Attend all INSET training, focusing on whole school improvements

Accredited Subject Mentors in all schools supporting every aspect of your professional development

Weekly professional studies, subject knowledge and pedagogy sessions facilitated by outstanding teachers, centred around issues directly related to teaching and learning in urban school contexts

Meetings with other associate teachers from a wide trainee network across our Trust and ITT partnership

Regular pedagogical training sessions at university and access throughout the year to the university's resources and facilities

Gaining Qualified Teacher Status (QTS), the ability to work towards a PGCE and Masters level credits

Support with further professional development in your first year of teaching as you become and Early Career Teacher



# Leadership Team



## Andy Gibson

Head of Early Career Framework with Initial Teacher Training

Andy is our Head of ECF with ITT across all academies. He joined us after years of experience as a Secondary Teacher and Leader as well as designing and leading Initial Teacher Training and the professional development of staff. He works with all academy and trust leaders to ensure the best provision for our initial and early career teachers.



## Claire Norcott

Deputy Head of the Early Career Framework and Initial Teacher Training

Claire leads Initial Teacher Training and Early Career Development across our Primary Academies. She brings with her years of experience as a Primary Teacher and member of SLT, as well as Senior Lecturer in Primary & Early Years, Primary & Childhood Education.



## Ian Burchett

Regional Director - Greater Manchester

Ian is our Regional Director for Greater Manchester, which includes primary academies, secondary academies and a 16-19 college. Ian also oversees the Trust's data and assessment strategy.



## Karine Hendley

Regional Director - West Yorkshire

Karine is our Regional Director for West Yorkshire - covering Bradford, Leeds and Kirklees. She is responsible for primary academies, secondary academies and specialist provision academies.



## Nick Lowry

Regional Director - Staffordshire and Merseyside

Nick is our Regional Director for Staffordshire and Merseyside. He oversees all academies across these regions and is responsible for CPD across the Trust. Nick has worked for Co-op Academies Trust since its inception in 2010.



# Our Core ITT Offer

The Trust brings together expertise from across Primary, Secondary, Special and Further Education.

Trainees benefit from focused, central and school-based training, working in our academies and partner schools across our 4 geographical areas for the duration of the programme:

**Greater Manchester**

**West Yorkshire**

**Merseyside**

**Staffordshire**

## In School Training

In School Training Courses which start from your very first day.

1

## Expert Guidance

Mentors and SLEs from across the Trust are always on hand throughout the year.

2

## Safeguarding

ITT specific safeguarding training, with routine follow-up sessions.

3

## Online SK Platform

Free access to our online learning platform which will tailor learning around your needs prior to you starting.

4

## A PGCE and QTS

Successful completion of the course ensures a PGCE from the University of Derby with 60 credits towards further Masters Level study and Qualified Teacher Status.

5

## Chromebooks

A new Google Chromebook to use throughout the course and keep upon completion.

7

## Subject Pedagogy Development

Dedicated sessions from our Curriculum Directors and SLEs to develop your subject knowledge, pedagogical knowledge and style of teaching.

8

## 1 Angel Square

Opportunity to visit 1 Angel Square for CPD and/or reward meetings and events.

6

## Home School and Alternative Settings

All trainees will take advantage of training in a home school whilst also benefiting from a placement in an alternative location.

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## Out of Phase Experience

For Primary, we offer the chance to gain experience in KS3 to best support your students during transition.

For Secondary, we offer the chance to gain experience in KS2 as well as a KS5 setting at Connell College.

All Associate Teachers have the opportunity to gain SEND experience across our Trust.

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## Salaried Training Opportunities

For applicants with at least two years of appropriate experience within education, we offer salaried training opportunities on bespoke programmes within our academies with the trust covering tuition fees.

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## Our Primary Courses

Primary 3-7  
Primary 5-11  
Primary SEND

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## Our Secondary Courses

English, Mathematics, Biology, Chemistry, Physics, Geography, History, Religious Education, Computing, Design and Technology, Art and Design, and Spanish

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## Professional Studies Programme

Our year long programme ensures all Associate Teachers gain a knowledge and understanding of the Teaching Standards, with the opportunity to then put their learning into practice. Sessions are tailored to the stage of your training year you are currently at and adapted to individual needs including:

Safeguarding and the Prevent Duty

Effective Classroom Observations

What is Curriculum?

Lesson Planning

Understanding the Professional Role of a Teacher

How Children Learn

Behaviour, Relationships and Trust

Working with Evidence, Engaging with Research and Debunking Educational Myths

Purposeful Assessment for Learning

Questioning and Feedback

Using Data to Intervene

Adaptive and Responsive Teaching For Our Pupil Needs

Understanding Community, Context and Family Engagement

British Values and the Role of PSHE

Supporting Student Mental Health and Childhood Trauma

Equity, Diversity and Inclusion

Employability: Securing Your First Teaching Position

Raising High Aspiration for all

Developing Your Professional Identity & Professional Conversations

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# Our Locations

West  
Yorkshire

Greater  
Manchester

Merseyside

Staffordshire

# FAQs

## What are the entry requirements?

Trainee Teachers must have a UK undergraduate degree (or NARIC-verified equivalent) 2.2 or higher. For secondary applications this should be in a relevant subject with at least 50% content of the subject you wish to teach.

All must have Grade C/4 or above in GCSE English and Maths with the same needed in Science for Primary. Trainee Teachers may also have to pass Maths and English Equivalency tests, dependent on their qualifications. Good standards of written and spoken English are essential.

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## Do I need school experience?

It is recommended that you gain school experience to confirm if teaching is a career for you. Ideally this would happen prior to you applying, as it would support your application and give you reflective examples to talk about at the interview stage. You can gain experience through the School Experience Programme (SEP) [schoolsexperience.education.gov.uk](http://schoolsexperience.education.gov.uk)

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## How do I develop my subject knowledge?

Not everyone feels confident in teaching every subject from the outset, for example, your degree might not be in your chosen subject but is closely related. As an Associate Teacher, you should identify parts of your subject knowledge you need to refresh or deepen.

Subject Knowledge Enhancement (SKE) courses are available, with a bursary, for English, Maths, Physics, Chemistry, Computing, Biology, Geography and Design & Technology. We will also provide free access to our online learning platform which will tailor learning around your needs prior to you starting.

Your training sessions at School and University will also assist here, but you are also expected to fill in gaps in your subject knowledge autonomously in order to be confident and competent in teaching accurately.

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## What is the interview process?

Following a successful application that meets our entry criteria, an interview will be arranged by the Trust either in person or virtually. The interview will include:

- A short pupil-based activity where we ask you to prepare a lesson walk through to discuss with the interview panel.
- A hidden task revealed during the interview
- A written task to assess your written communication skills
- A formal interview with staff from Co-op Academies Trust
- The interview panel may include a Professional mentor, Director of Curriculum, Head of Department or SLE.

## What to expect from your school-based training placements

Placement schools are chosen with a number of factors in mind, including trainee prior experience, training needs and location. We let trainees choose their preferred 'Home School' to begin their ITT in, and work in partnership with them and our academies to decide the best alternative placement.

For primary, placements are bespoke to each programme and trainee to reflect our personal approach to teacher training. Our secondary placements are arranged through an A-B-A model. This means that the trainee will be placed at their 'home' school for the winter term. An alternative placement runs from January to Easter. Following Easter, the trainee will return to their 'home' school until the end of the programme.

Whilst on placement, trainee progress is monitored by a class and professional mentor with the Lead Provider moderating each trainee throughout the year. Trainee teacher development is supported during the ITT year through training, classroom experience, professional dialogue and self-reflection.

Trainees will reflect on their progress on a weekly basis during their weekly progress review meetings with their mentor. They will review our ITT curriculum, discussing what they have learned, how they will further explore pedagogy and what targets & actions will be set to support them applying this within their practice. Progress will be reported on at 6 key points throughout the year in the form of written reports produced jointly with mentors.

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## Where will my centre-based training take place?

Our year-long programme ensures all Trainee Teachers gain practical hands on experience, coupled with evidence-informed training led by professionals. Dedicated sessions from our ITT Leads, Curriculum Directors and SLEs will develop your subject knowledge, pedagogical understanding and style of teaching. These are based at Co-op's HQ; One Angel Square, online or at various hub sites across our trust.

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## How do I become a Qualified Teacher?

The award of Qualified Teacher Status (QTS) is given based on how well you have met each of the Teacher Standards. Evidence gathered to substantiate each of the standards comes from all assignments, teaching files, reflections and observations completed during your training. This qualifies you to teach in the UK or abroad.

# Bright Futures SCITT

Our ITT programme is accredited by Bright Futures SCITT.

The Bright Futures SCITT is a dynamic, high-quality teacher training provider who act as Accredited Provider for our teacher training programmes in Early Years, Primary and Secondary. They are part of the Bright Futures Teaching School Hub, one of the UKs 87 centres of excellence for teacher training and development.

Their work supports schools and trusts by investing in their workforce to grow, recruit, develop and retain the very best teachers, support staff and leaders.

Judged by Ofsted as 'Good', Bright Futures SCITT has a proven track record of providing outstanding teacher training or over 10 years.



## How is the PGCE Awarded?


For those trainees choosing the QTS + PGCE route, this academic qualification is focused throughout the year with 8 days of training at The University of Derby, rated GOLD for teaching excellence.

Our PGCE programme is a blended model with the university providing a lecturer team who comes to Manchester to host face-to-face sessions at the start of each of the three modules. We work with the university to produce teachers who are:

- Competent and confident professionals who learn from research, direct experience, their peers, and other sources of knowledge;
- Epistemic agents, acting as independent thinkers, who learn to search for theories and research that can underpin, challenge or illuminate their practice. Our trainees learn to analyse and interrogate evidence and arguments, drawing critically and self-critically from a wide range of evidence to make informed decisions in the course of their practice;
- Able to engage in inquiry-rich practice and are encouraged to be intellectually curious about their work with the capacity to be innovative, creative, and receptive to new ideas.

# How to apply

**1** Visit the Apply website:  
[www.gov.uk/apply-for-teacher-training](http://www.gov.uk/apply-for-teacher-training)



**2** Co-op Academies Trust's ITT  
Provider Code is: 2X4

**3** Make sure you select a preferential home school to train. We can't guarantee this placement, but we'll try.

**4** Early applications are recommended as places fill up quickly.

**Contact Us**  
Tel: 0161 250 6241 | Tel: 0161 241 8804  
Email: [teachertraining@coopacademies.co.uk](mailto:teachertraining@coopacademies.co.uk)  
Visit our website for a full list of our academies  
[coop.co.uk/teach](http://coop.co.uk/teach)



# Internship to Headship

Co-op Academies Trust believes in investing in the growth and professional development of our staff.

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From our DfE accredited Graduate Teaching Internships, high quality Initial Teacher Training and Early Career Teacher Programmes right through to Headship in one of our academies, you would be supported every step of the way.



# About the Co-op

## What is a co-operative?

A co-operative is an organisation that is people-centred, driven by values, not just profits. Co-ops are democratically controlled and exist to meet members' needs, not to produce returns for investors. You'll find co-ops in almost every part of the economy - from retail to housing, from farming to manufacturing, from healthcare to education. In the UK, over 17m people belong to co-ops. All co-operatives around the world subscribe to the core values of: self-help, self-responsibility, democracy, equality, equity and solidarity. Co-operatives are designed to be fair and sustainable, providing long term employment and stability for families and communities.

## Why did we start a multi-academy trust?

In 2010 the Co-op Group was approached by the Department for Education to become a sponsor of two schools that were facing significant challenges.

The Co-op agreed that transforming communities through education aligned strongly with its aims, and so it began by sponsoring two secondaries in Manchester and Stoke. As these two schools began to reap the benefits, more schools became Co-op Academies.

In 2013 it was decided to establish a multi-academy trust - a separate legal entity to the Co-op Group, but whose board of trustees draws expertise from the Co-op, commerce, education and wider public sector. The formation of the trust allowed for more sustainable growth and enabled more schools to join the movement. Co-op Academies Trust is one part of the Co-op's larger mission to create stronger communities across the UK.

## Who are the Co-op Group?

The Co-operative Group - known as Co-op - is the largest of over 7,000 co-ops in the UK and traces its history back to the first successful co-operative, established in Rochdale in 1844. Today, its vision is to champion a better way of doing business for you and your community. It employs over 65,000 people and has almost 5 million members, who own the business.

It is the UK's sixth largest food retailer, operating supermarkets and convenience stores in all parts of the UK, and is a powerful supporter of ethical issues such as fairtrade and animal welfare. Co-op is also the largest provider of funeral services, has a well established insurance business and growing interests in healthcare and legal services.

The Co-op is renowned for its support for the community - last year, over 4,000 local causes shared over £17m between them.



1 Angel Square, Manchester, M60 0AG  
**coopacademies.co.uk**



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