

“We see schools  
as vehicles for  
regenerating  
communities.”

**Frank Norris TES (1 June 2018)**









# 6

## COOPERATIVE VALUES

Co-ops have adopted a set of values that helps put the Seven Cooperative Principles into practice.

### 1 SELF-HELP

CO-OPS TAKE ACTION AND GET THE JOB DONE.

### 2 SELF-RESPONSIBILITY

CO-OPS ARE ACCOUNTABLE TO MEMBERS.

### 3 DEMOCRACY

EACH CO-OP MEMBER HAS ONE VOTE.

### 4 EQUALITY

DEMOCRACY ENSURES EQUALITY FOR ALL CO-OP MEMBERS.

### 5 EQUITY

MEMBERS HAVE OWNERSHIP IN THE CO-OP.

### 6 SOLIDARITY

PARTNERING WITH OTHER CO-OPS AND LIKE-MINDED ORGANIZATIONS BENEFITS MEMBERS.

# **Ethical Values**

Openness

Social responsibility

Caring for others

Honesty



1st



2

2011

The Trust began a period of exploration looking at how we could support more academies in the North.



2012

Co-op Academy Leeds, Co-op Academy Brownhill and Co-op Academy Woodlands - all in East Leeds - joined the Trust.

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2013

Co-op Academy Oakwood, also in East Leeds, became the third primary school in the Trust.



2010

Co-op Academy Stoke-on-Trent and Co-op Academy Manchester become the first two academies to form the Co-op Academies Trust.

2016

Manchester Creative and Media Academy - now Co-op Academy North Manchester - became the first secondary academy to join in four years.



2015

Another period of consolidation began and the Trust became a single legal entity. At this point made up of 3 secondaries and 4 primaries.



2014

We built a brand new school in East Leeds called Co-op Academy Nightingale.

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2018

In 2018 the Co-op Group gave the Trust £3.6m to turbo charge the academies programme to grow to up to 40 academies. Swinton, Beckfield, Broadhurst, Parkland and Friarswood all joined. Along with our first academies on the Wirral - Portland and Woodslee.

2019

Chris Tomlinson became the new CEO. Connell Co-op College became the first college to join the Trust along with new academies Bebington and Grange. Two special schools also joined the Trust - Southfield and Delius.



2017

Two more secondaries, Co-op Academy Failsworth and Co-op Academy Priesthorpe joined bringing the total number of academies to 10.

18

£3.6m



2020

Now at 25 academies. The latest additions were Princeville and Smithies Moor - both in the West Yorkshire region.



25

Trouble ahead if you don't really believe in what you stand for

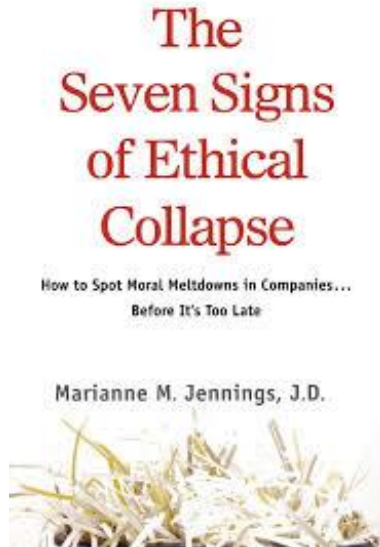




# The Inside Job : The Ofsted and Coop link



# The seven signs of ethical collapse: How many of these are present in your current trust/leadership



Pressure to maintain numbers.

Fear and silence.

Young 'uns and a bigger-than-life CEO.

A weak board.

Conflicts (of interest).

Innovation like no other.

Goodness in some areas atoning for evil in others.



# Educating on the values and principles: Two examples

School community prior to joining

Governing bodies

Staff induction

Pupil engagement and adapting the curriculum

<https://www.youtube.com/watch?v=DNVzOsZt6ew&t=145s>

## Example No 2

- Staff are trustees
- Three sessions with trustees and the Co-op
- Frank's Roadshow
- Senior leader engagement
- Trustees/governors/pupils and students
- Revision session with trustees
- Delivery target for new CEO



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Academies Trust



Strong Ofsted outcomes and rising academic and personal development performance

## #EndChildFoodPoverty

Co-op extend Free School Meal vouchers over October half term



## Why George Leckie's research is important?

Fairness

Highlights inequalities

Shines spotlight on preferred practice

Slows political bias

Establishes platform for place-based work and Coop Community Index

