

Co-op Academy Strinesdale from
September 2026



Academies Trust



APPLICATION PACK

Assistant Principal - SENDCo

L6 to L10 £60,311 to £66,613

Date: September 2026

Respect - Ambition - Determination



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- Submit your application by 3pm on Tuesday 5th May 2026
- If you have any queries regarding the application process please contact our HR at HR@waterheadacademy.co.uk
- Closing date for applications: 3pm on Tuesday 5th May 2026
- Interviews: Week beginning 11th May 2026



WELCOME

Dear Potential Colleague,

Firstly, thank you for your interest in working at Waterhead Academy, which will become Co-op Academy Strinesdale from September 2026.

We are keen to establish a bold new agenda to truly transform and rapidly establish the pace of change at WHA (Co-op Academy Strinesdale) on our 'Journey to Good'. We know that there is a great deal of work to do at WHA based on the October 2022 Ofsted report, but you can be rest assured that we have an unwavering commitment to deliver the very best for our school community and are already seeing tangible impact with our behaviour and learning and teaching strategies.

We firmly believe that positive relationships should be at the core of what we do every day, along with high quality teaching and pastoral care overseen by strong and passionate staff. With this mindset, we will ensure that WHA (Co-op Academy Strinesdale) creates a stimulating, ambitious and caring environment to enable our students to thrive and achieve their full potential.

We are looking for a passionate, energetic and dedicated candidate with a strong character and someone who has the ability to motivate and inspire our students to achieve their full potential. Most importantly we are keen to hear from candidates that are driven by a strong

sense of purpose and the genuine ambition to help the academy drive standards and turn our vision into reality.

If this is a position that appeals to you and you have the passion to make a positive difference to the life chances of our students, we very much look forward to hearing from you.

If you wish to discuss any of the opportunities we have on offer, please contact us at HR@waterheadacademy.co.uk or call 0161 620 5859. Please also visit our website <https://www.waterheadacademy.co.uk> and our social media pages to learn more about life at WHA (soon to be Co-op Academy Strinesdale).

Yours faithfully,

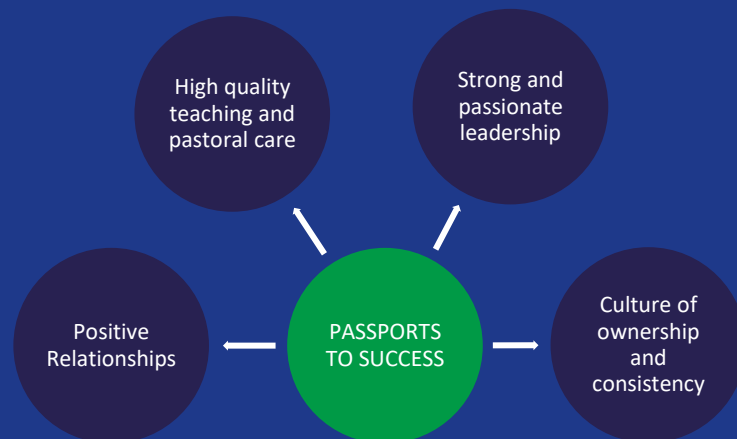
Mrs T Foy
Principal

ABOUT WATERHEAD ACADEMY

OUR VISION AND VALUES

Our **vision** is to maximise every child's potential to ensure we can say

“WE GAVE EVERY STUDENT THEIR GCSE PASSPORT TO SUCCESS.”



Our core **values** of Respect, Ambition and Determination underpin everything that we do, and we passionately believe that, as educators, we have the power and responsibility to inspire our students to be the best they can be - to enable our learners to pursue their dreams and achieve their passports to success.

WHY JOIN US

1. **School improvement journey:** We are a rapidly improving school with a clear plan in place for an ambitious future for our academy.
2. **Community:** Waterhead Academy is a welcoming place to work and staff work together as a collective team and go above and beyond for our school community.
3. **Culture:** Positive relationships are at the core of what we do each and every day; and these are underpinned by our core values of Respect, Ambition and Determination, to create a positive environment for learning.
4. **Strong routines:** The Academy has structured routines and high expectations to support learning both inside and outside of lessons of both staff and students.
5. **Facilities:** We have great facilities with a modern building and specialist classrooms, good quality sports facilities including an Astro turf, fitness suite and extensive outdoor spaces which all support high quality learning experiences both within and outside of the classroom.
6. **Leadership:** We have strong and passionate leadership at all levels who are committed to the development of the Academy. Senior leaders are highly visible, supportive and have an open-door policy.



Video Link



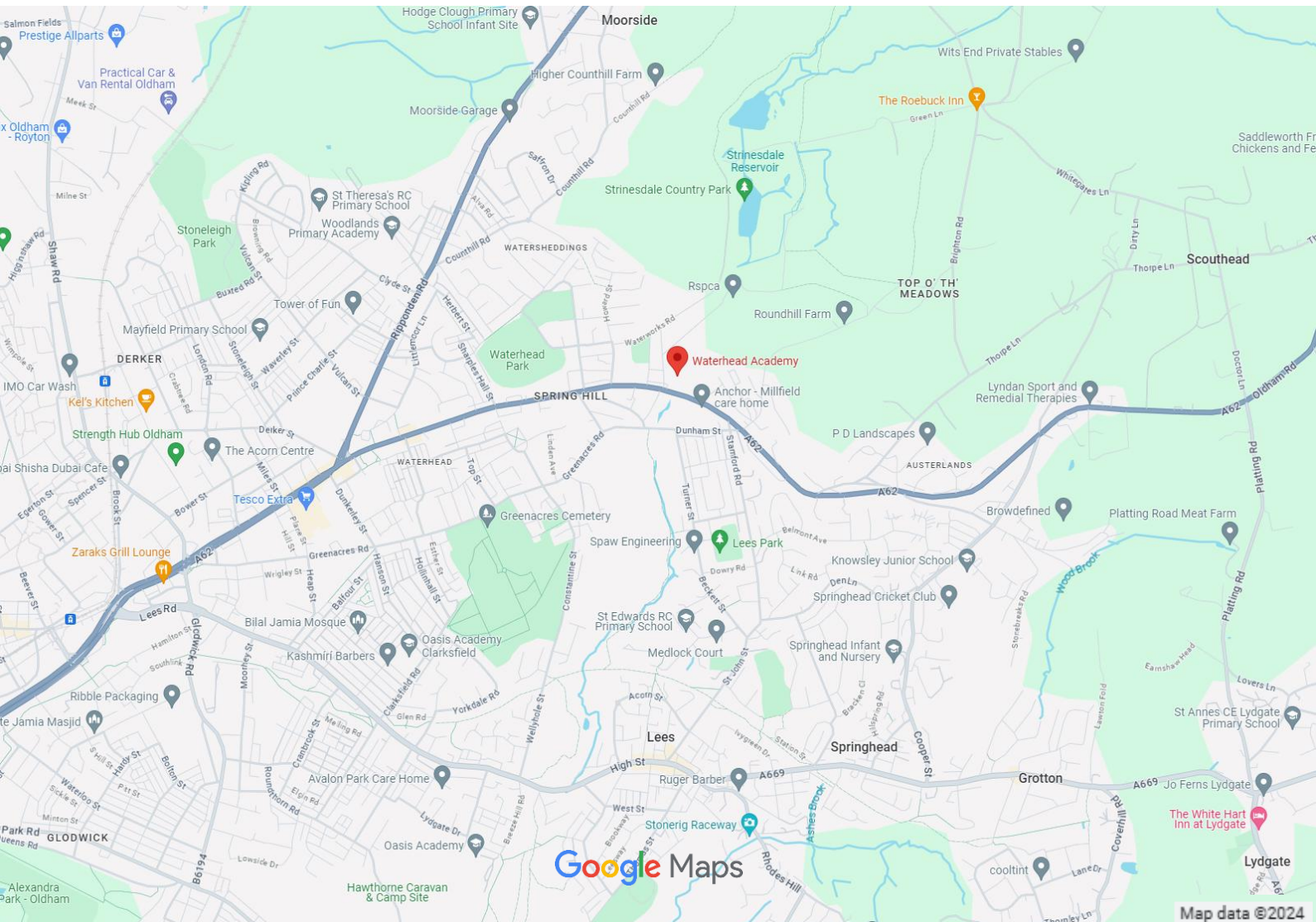
OVERVIEW OF THE DEPARTMENT:

As a member of our dedicated department, you will play a pivotal role in motivating, empowering and guiding our students to reach their full potential - as well as being part of a forward thinking and innovative team who have a fully embedded curriculum with long, medium and short term plans in place.

You will join a team of ten dedicated members of staff which includes a Assistant Principal SENDCo and a Deputy SENDC.

If you're enthusiastic about this role, understand our vision, and want to be part of our exceptional academy, then we would welcome your application.

HOW TO FIND US



HOW TO APPLY

- Thank you for taking time to read about the Academy. If you wish to apply you should;
- Complete the application form fully, via My New Term www.mynewterm.com ensuring all details are accurate and all declarations are signed.
- Please ensure you enclose at least two professional referees with one being your current employer and any other employers in the last two years (with email addresses if possible).
- Do not enclose additional CVs.
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification and the unique contribution that you could make to the future success of our Trust.
- Please ensure that you also include information on how you will develop the role and how your previous experience has equipped you for this.

The academy is committed to safeguarding and promoting the welfare of all students and staff must share this commitment. Appointment is subject to a satisfactory enhanced Disclosure & Barring service check and the Academy's Safer Recruitment policy and procedures. Please note two references will be taken up prior to the interview process, please ensure your referees are prepared and aware of your application.



JOB DESCRIPTION

Salary / grade range	Leadership Scale, L6 to L10
Location	Co-op Academy Strinesdale
Reports to	Vice Principal

Purpose of role

The Assistant Vice Principal SENDCo will have responsibility for the strategic leadership of inclusion across the academy. Working closely with the Vice Principal, DSL and the wider pastoral team. The Assistant Vice Principal SENDCo will be responsible for supporting and promoting our vision to be a fully inclusive, comprehensive academy.

As a member of the senior leadership team, they will also be responsible for the overall leadership and management of the academy, and ensuring all staff work to support and promote the academy values and to secure the highest possible standards and outcomes for all our pupils.

KEY RESPONSIBILITIES

- To ensure outstanding provision for SEND students at Co-op Academy Strinesdale
- To lead the SEND and Inclusion teams to ensure robust and coordinated strategies for the identification and support for pupils with SEND and other barriers to learning
- To work with the Vice Principal to ensure that Individual Learning Plans are implemented in the classroom with care and attention to detail.
- Ensure that the quality of education for pupils with additional needs or disabilities is ambitious and of high quality
- Develop teacher's pedagogy to ensure that research-led best practice is implemented effectively
- Ensure the effective implementation of exams access arrangements and the identification of pupils who may need such adjustments
- Ensure positive transition for SEND and vulnerable pupils from stage to stage, ensuring the continuity of learning and support
- Ensure the effective delivery of appropriate training for staff and that effective monitoring and evaluation is on-going and responsive to emerging priorities
- To engage external stakeholders as required to best support inclusion in the academy
- Ensure the effective use of alternative provision and that any such provision is of high quality
- Assist the Principal in translating the vision for the Academy into agreed objectives with strategic and operational plans, making the most effective use of associated budgets
- To work effectively as a member of the senior leadership team to ensure excellent leadership and management of the academy
- To promote the overall ethos and values of the Academy
- Line management of the SEND and Inclusion teams
- Work closely with the Lead Teacher for Literacy to ensure effective interventions are in place and to promote a culture of reading
- Take an active role in the recruitment of new staff as the need arises

- Be a visible, proactive presence around the Academy, promoting positive behaviour and ensuring the smooth day to day running of the academy
- Engage actively with parents and carers, to ensure that they are able to play a full role in supporting the best educational outcomes for their children

OUTCOMES AND ACTIVITIES

- Support the Principal in creating strong leadership priorities and collaborative ways of working with all stakeholders including the Trust, Governors and wider community
- Hold staff accountable for their professional conduct and practice
- A detailed understanding of national inspection frameworks in relation to SEND
- Be a role model for others, demonstrating outstanding teaching and establishing high standards in achievement and discipline
- To make recommendations to the senior leadership team and Governors on the provision for SEND, including an analysis of required resources and staffing

SUPPORT THE ACADEMY IMPROVEMENT PROCESS INCLUDING

- To be responsible for the writing and delivery of relevant sections of the Academy Improvement Plan and self evaluation processes
- Versatility and flexibility of own leadership style. To be aware of different styles and in which circumstances it is appropriate to adopt an alternative approach
- Strong interpersonal, written and oral communication skills
- Strong organisational skills:
 - The ability to delegate
 - The use of effective time management
 - The ability to prioritise
- Resilience and motivation to lead the Academy through day-to-day challenges whilst maintaining a clear strategic vision, staying positive, and focusing on key priorities
- Genuine passion and belief in the potential of every pupil
- The ability to demonstrate unconditional positive regard towards young people
- Strategic thinking and the potential to adopt an entrepreneurial approach to the role
- An educational vision aligned with the Academy's high aspirations and high expectations of themselves and others
- Confident and effective presentational skills during public speaking
- Deliver excellent assemblies and open evenings / parents' evenings
- Skilful management and maintenance of working relationships with parents and other stakeholders
- Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of under performance
- Up to date knowledge of key legislation and the ability to disseminate effectively as required

OTHER SENIOR LEADERSHIP RESPONSIBILITIES

- Create and foster an environment of reflective practice and CPD, leading by example in all aspects of personal and professional development.
- Develop and maintain a culture of high expectations, aspirations and ambitions for self and others.
- Present relevant evaluative and summary reports at both Local Governing Body and Trust level, as appropriate.

- Lead by example as a teacher and as a manager, achieving high standards of pupil attainment and progress, behaviour and motivation through teaching which is never less than good with outstanding features.
- Challenge under-performance at all levels and ensure corrective action and follow up.
- Support the development and maintenance of Academy policies and practices to ensure consistent application.
- Have a teaching commitment in line with Assistant Vice Principal status.
- Plan, chair and organise meetings as appropriate.
- Sustain effective, positive relationships with all staff, pupils, parents/carers, Governors and the local community.
- Liaise effectively with all stakeholders, including parents/carers, feeder schools, secondary schools, business and community partners, in line with strategic objectives.
- Maintain clear expectations and high standards of professionalism.
- Attend Academy events.
- Keep the Senior Leadership Team up to date with relevant national developments.
- Contribute to, and at times lead, research projects for Co-op Academy Strinesdale and/or beyond.
- Manage budget(s) in line with areas of responsibility.
- In conjunction with the Senior Leadership Team, oversee the Academy environment and carry out regular Environment Inspections.
- Take assemblies and participate in break, lunchtime, before and after hours' supervision.
- Contribute to support programmes for pupils and staff that may, on occasion, include weekends and holiday periods.
- Any other reasonable duties as requested by the Principal

KEY DOCUMENTS RESPONSIBILITY

- Relevant contributions to the Academy SEF.
- Relevant contributions to the Academy Development Plan and overall responsibility for the two areas of Teaching, Learning and Assessment, and Outcomes.
- Relevant policy and practice contributions.
- Relevant reports to Governors, including Principal's report to Governors.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade in line with the school's changing needs.

“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”

Given the rapid rate of change in education and our ambitions for continued improvement at the academy, from time to time the successful candidate may have to undertake other professional duties as directed by the Principal. In addition, candidates should understand their role may well broaden and that all roles will be reviewed annually to ensure the team is working as efficiently as possible.

PERSON SPECIFICATION

Attributes	Relevant Criteria	Essential/ Desirable
Qualifications	Good honours degree	E
	Post-graduate qualification e.g. NPQ, Masters	D
	Qualified Teacher Status	E
	Permitted to work in the UK	E
	Evidence of relevant CPD	E
	SENDCo qualification / NPQ SENDCo (working towards or willingness to sign up to the qualification)	E
Professional knowledge, skills and competencies:	Evidence of excellent classroom practise which has impacted positively on pupil outcomes	E
	Evidence of leading a team at middle or senior leadership level	E
	Delivering staff training and promoting professional development of other staff	E
	Knowledge and understanding of relevant legislation and guidance e.g. Gatsby benchmarks and an ability to ensure they are implemented effectively	E
	An ability to effectively use IT software packages which support all aspects of pupil monitoring, including CPOMS, Microsoft Excel / Google Suite etc	E
	Excellent communication skills, both written and oral	E
	An ability to translate current educational thinking into workable, operational plans.	E
	Strong analytical skills and an ability to interpret data effectively and use it to identify areas for development	E
Leadership and management skills and competencies	A comprehensive understanding both of national performance measures for schools and the Ofsted framework for inspections and experience in using these to drive forward significant improvements within a school	E
	An effective, inclusive and cooperative leadership style that inspires confidence and collegiality in those they lead, which motivates and encourages others to participate and go the extra mile	E
	An ability to set clear targets, track and manage progress and develop strategies to achieve desired outcomes using a range of sources	E

	Successful experience of motivating and supporting others to improve	E
	An ability to work autonomously and prioritise conflicting demands	E
Personal qualities	The ability to motivate and inspire pupils, staff and parents	E
	The ability to work as a team and to lead others by example	E
	Strong 'presence' and the ability to command the respect of others	E
	A commitment to safeguarding, equal opportunities and inclusion	E
	An understanding, awareness and empathy for all young people	E
	A commitment to Co-operative values and the Co-op's 'Ways of Being' and a passionate commitment to developing the best in all young people	E
	A can-do approach to challenges; solutions focussed and an ability to address difficulties with positivity	E
	Be prepared to work flexibly as required	E

This post is subject to an enhanced DBS check and references.

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



SAFEGUARDING NOTICE

Important Safeguarding notice/ Statement of Intent

As part of your wider duties and responsibilities you are required to promote and actively support the Trusts 'responsibilities towards safeguarding. Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have. It isn't just about the very old and the very young, it is about everyone who may be vulnerable

South Pennine Academies is committed to ensuring a culture of safer recruitment and as part of that implement recruitment procedures that deter, reject or identify people who might abuse children. All Academies across the Trust adopt a consistent and rigorous approach in the recruitment and selection processes, with the aim of ensuring that those recruited are suitable for such an important and responsible role. The purpose of safer recruitment is ultimately to:



- Deter: From the beginning of the recruitment process, it is important to send the right message – that the organisation has a rigorous recruitment process and does not tolerate any form of abuse. Wording in adverts and recruitment information must aim to deter potential abusers.
- Identify and Reject: It will not always be possible to deter potential abusers. Therefore, careful planning for the interview and selection stage, in terms of asking the right questions, setting appropriate tasks and obtaining the right information can assist in finding out who is suitable for the role and who is not.
- Induct: Induction is an essential part of our recruitment process, we ensure that comprehensive induction processes are in place, together with appropriate policies and procedures, raising awareness through staff training and generally developing and maintaining a safe culture within the organisation will all help to prevent abuse or identify potential abusers. Academy is committed to safeguarding and promoting the welfare of all students and staff must share this commitment. Appointment is subject to a satisfactory enhanced Disclosure & Barring service check and the Academy's Safer Recruitment policy and procedures. Please note two references will be taken up prior to the interview process, please ensure your referees are prepared and aware of your application.

The intention of this policy is to ensure that all stages of the recruitment process contain measures to deter, identify, prevent and reject unsuitable people from gaining access to pupils within the organisation. The policy and the practical implementation of recruitment and selection processes also aim to meet all legislative requirements, any statutory or other guidance that may from time to time be issued in order to keep children safe and safer recruitment in education, as well as principles of general good practice.

As part of our shortlisting process, in accordance with KCSIE Guidance, an online search will be completed on all shortlisted candidates.

Equality

The Board of Trustees and school are committed to a policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourable on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief. Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated.

We aim to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the school community. We seek to provide a safe and happy environment where all can flourish and where cultural diversity is celebrated.

Disabled applicants

Disabled applicants are guaranteed an interview if they meet the essential requirements of the Personnel Specification. As an equal rights employer our school is committed to make any necessary reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the selection panel's decisions will be based on an assessment of that person's expected capabilities once reasonable adjustments have been made.

Privacy notice

Our school aims to ensure that all personal data collected about staff, pupils, parents, governors, visitors and other individuals is collected, stored and processed in accordance with the General Data Protection Regulation (GDPR) (EU 2016/679) and the provisions of the Data Protection Act 2018 (DPA 2018). This policy applies to all personal data, regardless of whether it is in paper or electronic format. For further information please see the full privacy policy on our school website.



529 Huddersfield Road
Oldham, OL4 3NY

Telephone: 0161 620 5859, Email:
office@waterheadacademy.co.uk

Website: www.waterheadacademy.co.uk



