



APPLICATION PACK

Programme Leader – Modern Foreign
Languages

MPS/UPS plus TLR2B £6013

Date: January 2027 (or sooner if
available)



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- **Submit your application by 3pm on Monday 15th June 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 Monday 15th June 2026**
- **Interviews: Week beginning 22nd June 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,

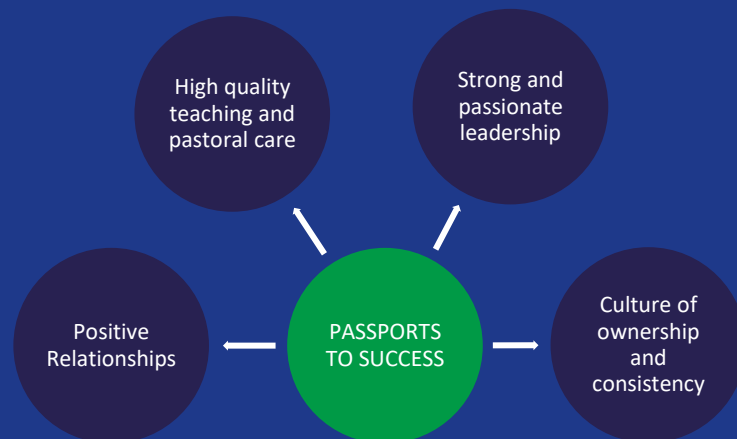
Mrs T Foy
Principal

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

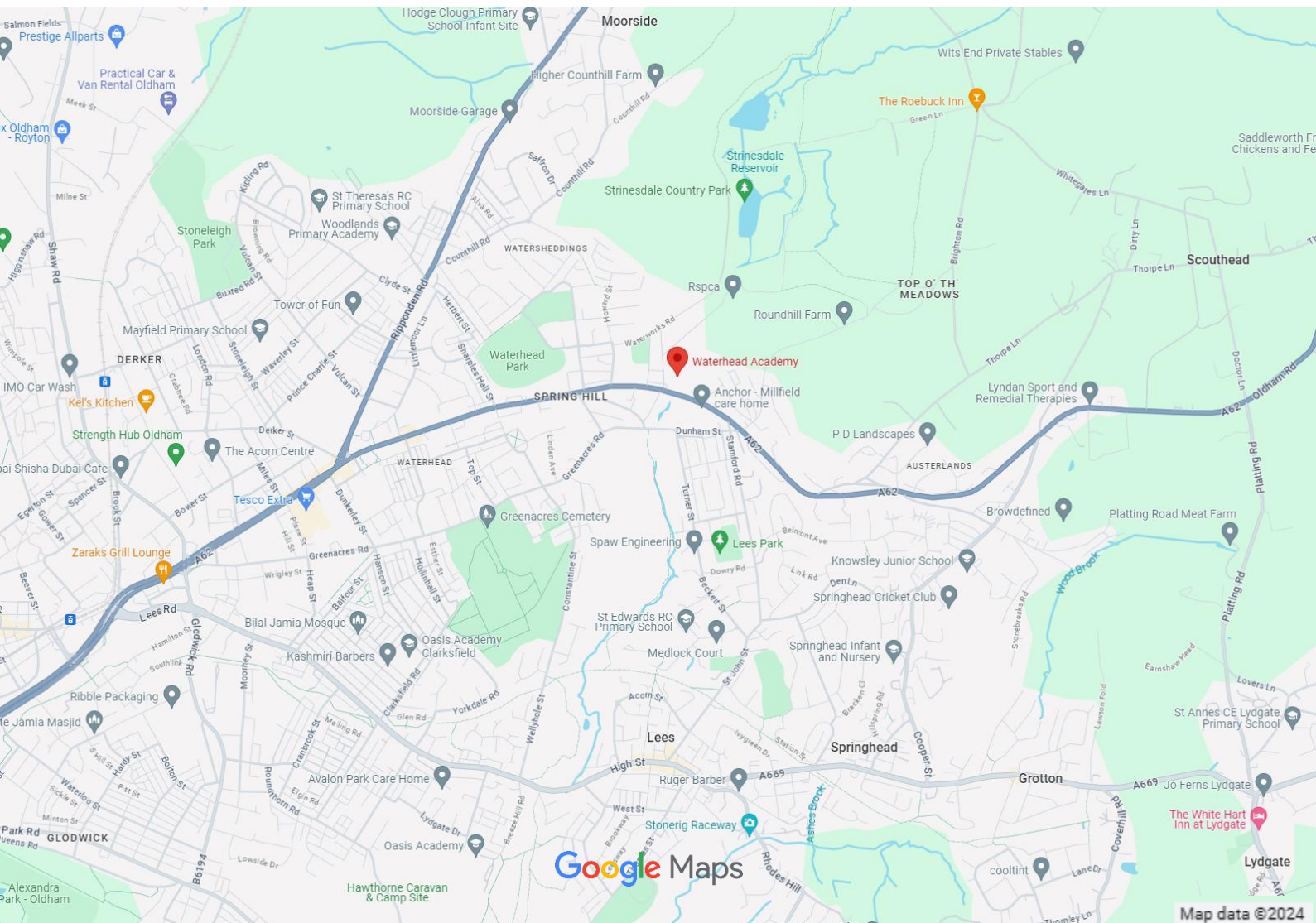


OVERVIEW OF THE DEPARTMENT:

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.

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

The Job description should be read alongside the range of professional duties of Teachers as set out in the School Teachers' Pay and Condition Document (STPCD).

Purpose of the post: Assist the Principal in providing leadership so that all students achieve together, by;

Ensuring innovative and effective provision within the department, which results in outstanding progress and attainment for all students, and outstanding development for all colleagues.

Reporting to: Assistant/Vice Principal; named curriculum element.

Key Responsibilities:

1. Be a role model for the delivery of the Teacher Standards, build and maintain a highly effective team.
2. Ensure students in all year groups have access to and engage with a high quality programme through effective; planning, teaching, assessment, feedback, reporting, in class or catch-up support, home-learning and enrichment.
3. To advise the Principal and Vice/Assistant Principal on all matters connected with the day to day, long term development and impact of the department programme(s) and sub programmes it contains across the Academy.
4. Lead on appraisal for colleagues within the department and ensure appraisal is conducted in accordance with Academy policy, including celebrating success and holding colleagues to account for meeting professional standards.
5. To lead the quality assurance of standards within the department, to ensure teaching and learning is of the expected quality, evaluate and contribute to wider self-evaluation of the school.
6. Use accurate evidence to inform practice, including up to date knowledge of the course specifications, identify areas for intervention and provide feedback to colleagues in order to promote progress and outcomes.
7. Strategically lead the improvement and impact of teaching and learning across the department, through leading CPD, facilitating coaching and mentoring other identified teachers who need additional support.
8. Strategically lead pupil culture, personal development, safety and learning behaviour across the department, fostering excellent relationships with parents and ensuring compliance with academy systems.
9. Strategically lead the curriculum and specifications on offer through the department, ensuring students get best value, examination strategies are effective and colleagues are well trained to deliver outstanding provision.
10. Participate actively and work collaboratively throughout the Trust and beyond, by attending relevant meetings, and, as appropriate, delivering Trust-wide training and initiatives to the benefit of colleagues and students.
11. Contribute to the academy's intervention, mentoring extra-curricular and enrichment programme.
12. Provide improvement plans, progress and impact reports as requested.
13. Ensure the effective use of resources and Academy facilities, providing training and advice where required.
14. Be a Form Tutor for a specific year group as allocated.

Footnote

- (i) The above details are not exhaustive and the post-holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to her/him by the Principal or her representative.

- (ii) This job description may be reviewed at any time via consultation between the governing body and/or the SLT and the post-holder as may be necessary and appropriate to the needs of the Academy.

PERSON SPECIFICATION

Key to selection / assessment methods:

- I** Interview
A Application

Competencies and Attributes	Assessment
<p>Personal Qualities</p> <ol style="list-style-type: none"> Empathy, affability and a good sense of humour Confidence, influence and gravitas Positivity and resilience Tact, loyalty and diplomacy High levels of motivation and commitment Effective communication with a variety of audiences The ability to inspire trust, respect and confidence amongst staff, students and parents Strong personal reflection, analytical and flexible thinking. 	<p>I I I I I A I A I A I</p>
<p>Commitment</p> <ol style="list-style-type: none"> To the vision and values at Co-op Academy Strinesdale Working in a 'can-do' culture with a commitment to a continuous drive for improvement, even when faced with pressure and deadlines To the happiness, well-being, self-esteem and progress of all at the academy Own personal and continuous development. A role model to students, parents and other staff. 	<p>A I A I A I A I A I</p>
<p>Qualifications</p> <ol style="list-style-type: none"> Qualified Teacher Status Good honours degree Evidence of relevant leadership CPD activity 	<p>A A A I</p>
<p>Experience</p> <ol style="list-style-type: none"> Significant impact on improving outcomes as a teacher. Evidence of improved practice following feedback. Teaching in the secondary age sector to at least to GCSE level. Evidence of effective behaviour management, with clear boundaries, sanctions, praise and rewards. Evidence of good planning, organisational and communication skills. Evidence of high quality assessment and feedback. Evidence of commitment to regular ongoing professional development to improve practice. Working with other colleagues to secure improvement in standards of teaching and learning. Experience of examination marking training/practice or a willingness to undertake it. Experience of managing a project with highly tailored strategies that led to improved outcomes for groups/specific groups of students. Evidence of leading appraisal for colleagues. 	<p>A I A I A I A I A I A I A I A I A I A I A I</p>

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

We are 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.



Academies Trust

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office@waterheadacademy.co.uk

Website: www.waterheadacademy.co.uk



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