

Co-op Academy Strinesdale from  
September 2026



Academies Trust



# APPLICATION PACK

Lead Practitioner Maths  
L6 to L10 £60,311 to £66,613  
Date: September 2026

Respect - Ambition - Determination



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- Submit your application by 3pm on Friday 17<sup>th</sup> April 2026
- If you have any queries regarding the application process please contact our HR at [HR@waterheadacademy.co.uk](mailto:HR@waterheadacademy.co.uk)
- Closing date for applications: 3pm on Friday 17<sup>th</sup> April 2026
- Interviews: Week beginning 27<sup>th</sup> April 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](mailto: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,

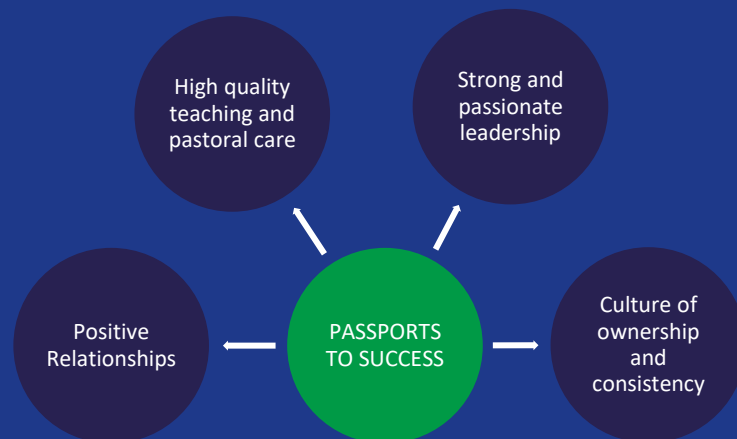
**Mrs T Foy**  
Principal

# 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**



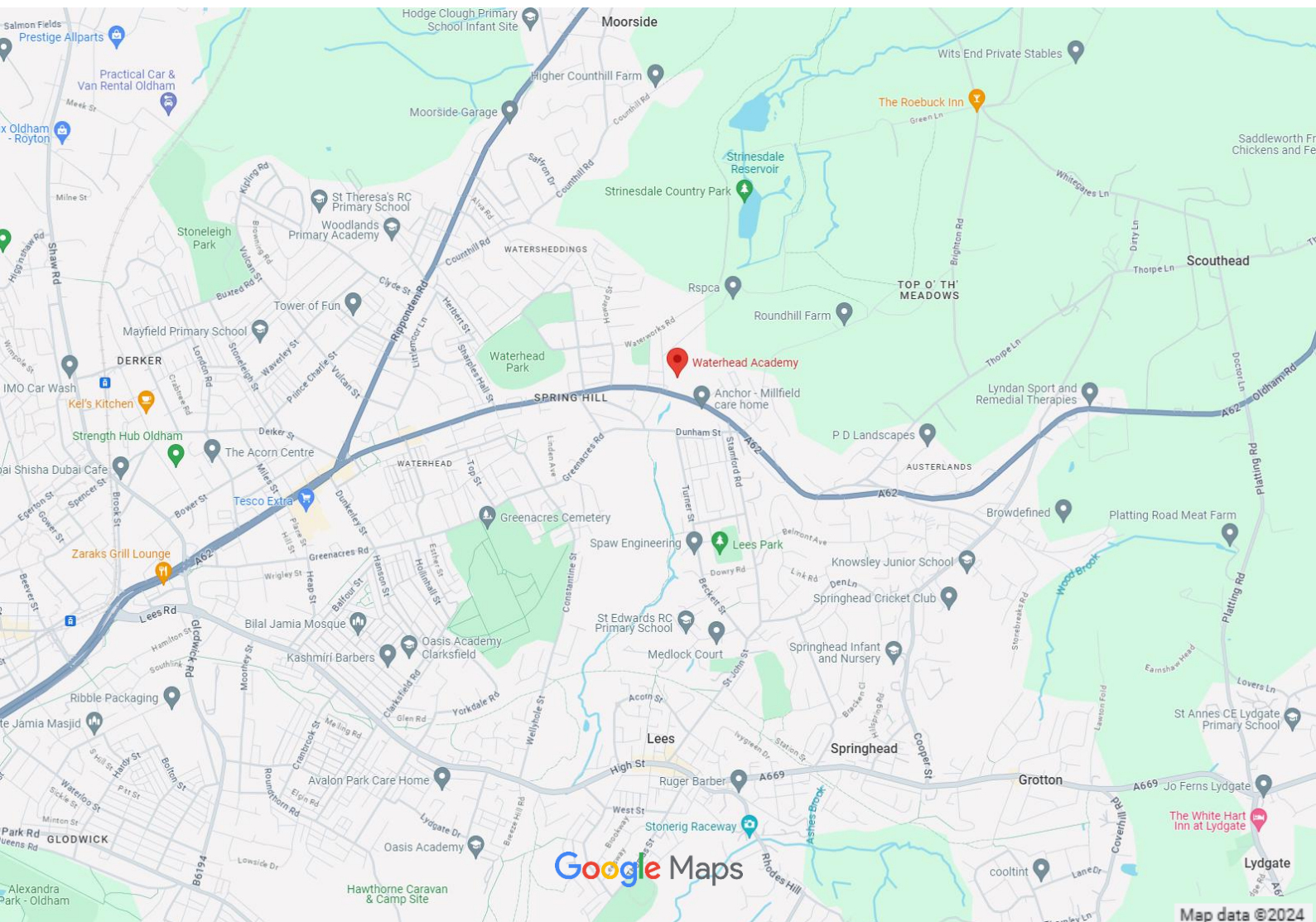
# OVERVIEW OF THE DEPARTMENT:

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 seven dedicated members of staff which includes a Curriculum Leader and an Assistant Curriculum Leaders.

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](http://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	Lead Practitioner Pay Scale L6 to L10 (£60,311 to £66,613)
Location	Co-op Academy Strinesdale
Reports to	Curriculum Leader of Maths

## Purpose of role:

To support the Head of Maths with the quality assurance of the quality of Maths education.

To develop the teaching and learning of Maths across Key Stage 3 and Key Stage 4 by taking a lead role in Maths CPD, coaching and mentoring staff.

To develop, lead and implement an academy-wide strategy to develop numeracy.

## Key accountabilities (and specific duties / responsibilities):

- To deputise for the Head of Department when absent. Use the academy's quality assurance systems to ensure that the quality of education remains high. Lead the further development and implementation of Maths dept systems in Key Stage 3 and 4 for:
  - Developing a relevant and engaging Maths Key Stage 3 and Key Stage 4 curriculum;
  - tracking students' development of Maths skills within the taught curriculum; ○ identifying students who are in need of additional support with Maths;
  - providing and organise effective additional Maths support to boost students' progress;
  - and evaluating the impact of additional Maths support provided.
- To Lead and implement further Maths
- To develop staff to be able to teach further Maths
- To drive High ability progress for all students including the most disadvantaged
- To create and implement a KS3 numeracy strategy to address underachievement from KS2 to KS3
- To assist and lead whole school masterclasses for year 11
- To create high ability independent learning resources for all year groups
- To drive and improve the number of students taking the higher tier paper at GCSE level
- To develop all staff who are teaching high ability groups from in year 7-11 by

coaching, supporting and creating high quality resources in line with The Strinesdale Way

- To support the Head of Department in developing outstanding Maths practitioners

## PERSON SPECIFICATION

Personal attributes required (based on job description):

Attributes	All attributes are essential, unless indicated below as 'desirable'	How measured, e.g. application form (A), interview (I)
<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• University graduate</li> <li>• Postgraduate teaching qualification (or equivalent)</li> <li>• Accredited leadership qualification or participation on leadership programme relevant to middle leadership e.g. NPQLT, NPQSL.</li> <li>• Experience as/desire to be a certified Lead Practitioner or Specialist Leader of Education (SLE)</li> </ul>	<p>D</p> <p>D</p>	<p>A</p>
<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Knowledge and understanding of current teaching and learning developments in Maths.</li> <li>• Knowledge and understanding of GCSE specifications.</li> <li>• Thorough understanding of innovative and effective curriculum design at KS3.</li> </ul>		<p>AI</p> <p>AI</p> <p>AI</p>
<p><b>Skills, Ability, Knowledge</b></p> <ul style="list-style-type: none"> <li>• Previous strong and effective middle leadership experience.</li> <li>• Led teaching and learning initiatives</li> <li>• Experience of leading whole academy numeracy</li> <li>• Delivering and designing Inset programmes for whole teaching staff and selected cohorts such as ECTs and middle leaders.</li> </ul>	<p>D</p> <p>D</p>	<p>AI</p> <p>AI</p> <p>AI</p> <p>AI</p>

<p>Personal Qualities</p> <ul style="list-style-type: none"> <li>• Motivate and inspire staff and students.</li> <li>• Analyse and interpret student data.</li> </ul>		AI
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December 2022

<ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills and able to communicate effectively with a range of stakeholders.</li> <li>• Resilient</li> <li>• Able to work under pressure and a determination to succeed</li> <li>• Passionate about teaching and learning.</li> <li>• Willingness to learn and develop new skills.</li> <li>• A commitment to excellence.</li> <li>• Ambition for further progression</li> <li>• Able to demonstrate a commitment to the behaviours and values of the co-operative movement.</li> </ul>		AI
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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, and the Ways of Being Co-op.



# 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](http://www.waterheadacademy.co.uk)



