Wath Academy

Recruitment Pack



Welcome to Applicants

Thank you for your interest in Wath Academy.

We hope that the information contained within this pack will help you decide whether Wath Academy is the right place for the next stage of your career.

Wath Academy is a successful and oversubscribed 11-18 academy with over 2,100 students on roll, including more than 450 students in our thriving Sixth Form. As part of Place Partnership, we are committed to our shared vision that people belong, place matters, and purpose lasts.

Our academy is built upon a culture of high expectations, strong relationships and a relentless commitment to ensuring every young person achieves their full potential. We believe that when people feel valued, supported and connected to their community, they are empowered to thrive both academically and personally.

Wath Academy combines a rich history of academic and sporting success with an ambitious vision for the future. We are immensely proud of our students, our staff and the wider community we serve. Despite being one of the largest secondary schools in the region, we pride ourselves on providing a caring and inclusive environment where every individual is known, valued and encouraged to succeed

We recognise that education is about much more than examination results. Through a broad and ambitious curriculum, extensive enrichment opportunities and exceptional pastoral support, we aim to develop confident, resilient and compassionate young people who are equipped to make a positive contribution to society.

At Wath Academy, we are passionate about delivering exceptional educational experiences that inspire ambition, cultivate character and enable every young person to lead a successful and fulfilling life. We know that this can only be achieved through the dedication, expertise and commitment of our staff, and we are deeply committed to supporting colleagues through high-quality professional development, collaboration and wellbeing initiatives.

I am incredibly proud to lead Wath Academy and to work alongside such talented pupils and dedicated staff. If you share our ambition to provide outstanding opportunities for young people and are excited by the prospect of contributing to our continued success, we would be delighted to hear from you.

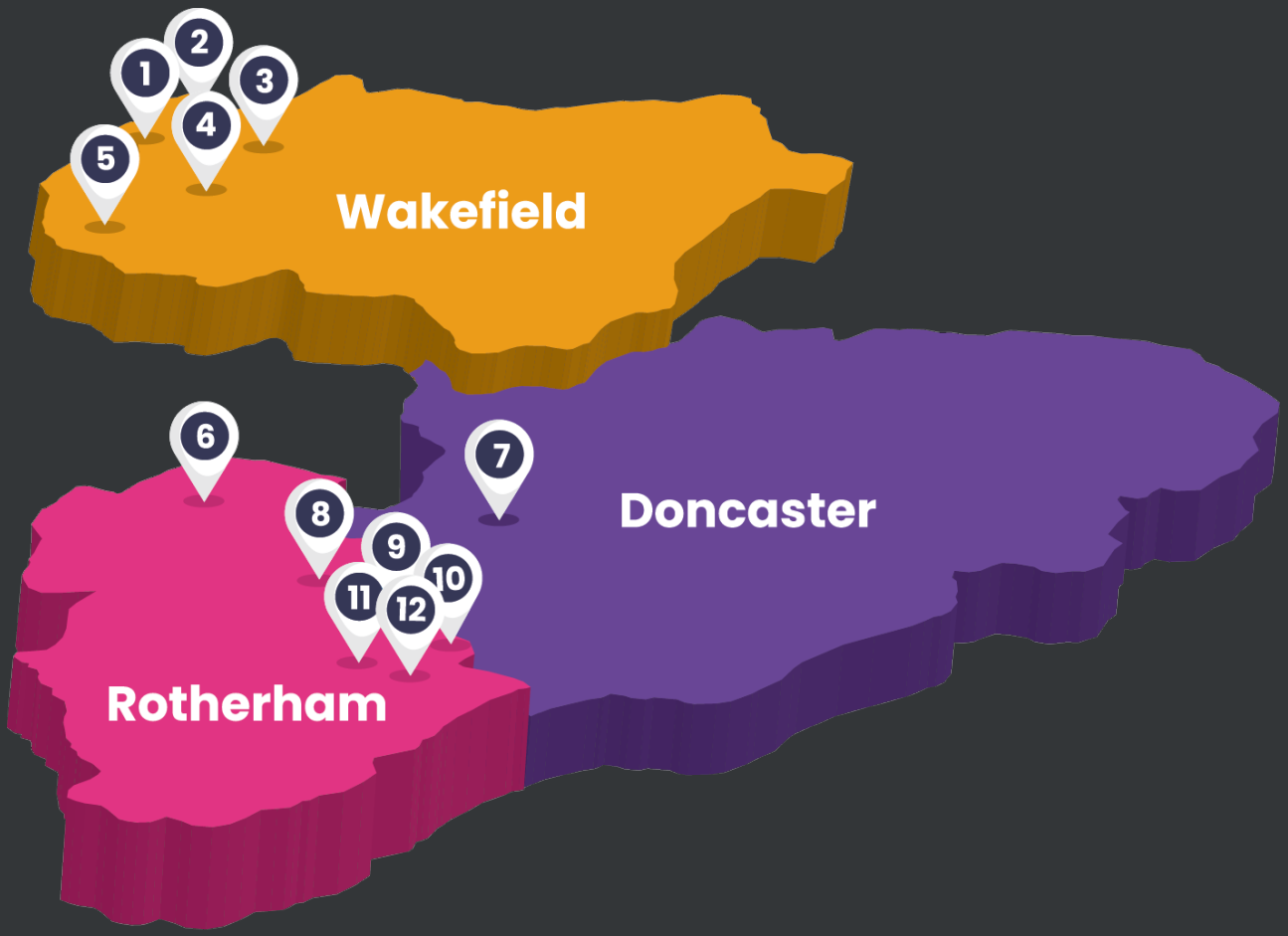


Yours sincerely,



Andrew Hopkin
Principal

About Place Partnership



1. Ossett Academy and Sixth Form College
2. South Ossett Infants Academy
3. Horbury Academy
4. Horbury Primary Academy
5. Middlestown Primary Academy
6. Wath Academy and Sixth Form
7. Sir Thomas Wharton Academy and The Sixth Form Partnership
8. Ravenfield Primary Academy
9. Maltby Redwood Academy
10. Maltby Manor Academy
11. Maltby Lilly Hall Academy
12. Maltby Academy and The Sixth Form Partnership

Place Partnership, established in 2026, comprises 12 academies, supporting children and young people from early years through to Post 16 across South and West Yorkshire. At the heart of our organisation is a commitment to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters. We are dedicated to providing a high-quality education which ensures that every child is given the opportunity to achieve their full potential.

As an employer, we invest in our people through extensive professional learning and development opportunities, a comprehensive wellbeing offer, and a wide range of generous employee benefits.

Our Vision

People belong, **place** matters, **purpose** lasts.

Our Mission

We commit to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters.



Our Values

Value Our People
We commit to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters.

Take Pride in Our Place
We care for our communities and work in partnership, so that people feel connected, supported and part of something to be proud of.

Act with Enduring Purpose
We focus on what matters most, our young people, making decisions that stand the test of time.

Staff Benefits

We recognise that our people are our greatest strength. Creating an environment where every colleague feels valued, supported, and able to thrive is one of our core values.

As part of our commitment to staff wellbeing and professional growth, we offer a comprehensive suite of benefits designed to support you at every stage of your career:

- Generous annual leave entitlement for full-time colleagues, rising with length of service.
- A Corporate Paid Healthcare Cash Plan through Westfield Health, with the ability to claim money back for essential healthcare and access a GP 24/7 through Doctorline.
- A competitive salary, incremental progression, and an enhanced pension scheme through either the Teachers' Pension Scheme or the Local Government Pension Scheme.
- An extensive professional learning and development offer, with regular training and development tailored to your role, ambitions, and career stage.
- Apprenticeship pathways which support colleagues to progress into new roles and qualifications while working.
- Family friendly policies, including enhanced maternity, paternity, adoption, and parental leave.
- A collaborative working culture, enabling you to learn from colleagues across the Trust and share best practice.
- Staff recognition programmes celebrating excellence, dedication, and positive impact.
- Supportive, inclusive environments where wellbeing and belonging are prioritised.

Access to Reward Gateway which offers:

- A SmartSpending App, allowing for instant savings on everyday high street brands, including supermarkets.
- Cashback schemes.
- Employee Assistance Programme with 24/7 confidential access to trained counsellors.
- Salary sacrifice schemes including Cycle2Work and SmartTech.
- A wellbeing centre, offering workout videos, healthy recipes, guided meditations, and articles focused on mental, emotional, financial, and physical health.



About Wath Academy

- Wath Academy is a successful and oversubscribed 11-18 academy located in Wath-upon-Dearne, Rotherham, serving more than 2,100 students, including a thriving Sixth Form of over 450 students.

- We are proud to be part of Place Partnership, a family of academies united by the vision that people belong, place matters, purpose lasts, and committed to providing exceptional opportunities for children and young people across South and West Yorkshire.

- We have a rich heritage spanning more than 100 years, combining strong traditions with a relentless focus on excellence, innovation and continuous improvement.

- We are committed to delivering an ambitious curriculum and exceptional educational experiences that inspire ambition, cultivate character and prepare young people for future success.

- We offer an inclusive and supportive community where high expectations are underpinned by care, compassion and a commitment to ensuring every student feels valued and able to thrive.

- We offer extensive enrichment, leadership and personal development opportunities that broaden horizons, develop skills for life and help students become confident, responsible citizens.



Ofsted Report 2023

Pupils enjoy exceptional development opportunities that extend learning beyond the classroom. They learn many different life skills to help prepare them for the wider world.





Teachers are well trained and enthusiastic, and they reflect on how to improve their practice.

Place Partnership
A MULTI-ACADEMY TRUST

Cover Supervisor

Location: Wath Academy

Pay Grade: Band F

Contract: 37 hours per week, Term Time Only, plus 5 days

Salary: £29,542 to £32,578 FTE

Actual Salary: £26,005 pro rata

Start Date: ASAP

Wath Academy is seeking to appoint a confident, enthusiastic and organised Cover Supervisor to join our team.

The successful candidate will play an important role in maintaining continuity of learning during teacher absence by supervising classes, delivering pre-planned learning activities and ensuring students remain engaged and focused.

This is an excellent opportunity for someone who enjoys working with young people, has strong classroom management skills and is committed to maintaining high standards of behaviour and learning.

Previous experience in a secondary school would be advantageous, although we welcome applications from individuals with relevant experience of working with young people.

Wath Academy already has a strong team of professionals delivering high-quality learning in and out of the classroom who work together to achieve our Trust Vision - Create a Multi Academy Trust where every child, colleague and community feels a strong sense of belonging, pride and purpose. We strive to build an education system that delivers excellent outcomes and creates a lasting, positive impact on the communities we serve.

About You

The ideal candidate will:

- Have the confidence and ability to supervise classes across a range of subjects.
- Be able to establish positive relationships with students and maintain high expectations of behaviour.
- Have excellent communication and organisational skills.
- Be calm, adaptable and resilient when responding to the demands of a busy school environment.
- Be able to follow lesson plans and support students in completing their learning activities.
- Work effectively both independently and as part of a wider team.
- Demonstrate a commitment to safeguarding, inclusion and the welfare of young people.
- Share the values and high expectations of Wath Academy and Place Partnership.

Place Partnership

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About Place Partnership

Place Partnership represents the voluntary merger of two strong and successful Trusts in South and West Yorkshire: Maltby Learning Trust, established in 2014, and Accord Multi Academy Trust, founded in 2016. At the heart of Place Partnership is a commitment to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters.

At Place Partnership we are dedicated to providing high-quality education which ensures that every child is given the opportunity to achieve their full potential. We invest in our people through extensive professional learning and development opportunities and we recognise that our people are our greatest strength. As such, we offer a comprehensive suite of benefits as part of our commitment to wellbeing and professional growth. Here are a few examples of employee benefits that focus on our employees Financial, Physical and Mental Wellbeing:

- Membership to Local Government Pension Scheme
- Technology scheme via SmartTech*
- Access to an extensive discounts platform via Place Plus
- Access to an industry leading Employee Assistance Programme
- 24/7 access to an online GP or Advanced Nurse Practitioner through Corporate Paid Healthcare Cash Plans
- Access to health and wellbeing services, with the ability to claim money back for essential healthcare such as prescriptions, optical and dental care through Corporate Paid Healthcare Cash Plans
- Cycle to Work Scheme*
- Free, on-site parking at every site
- Trained Mental Health First Aiders in all our settings

**restrictions apply*

For full details of our employee benefit package, please see our recruitment pack.

Further Information

Visits are warmly welcomed and can be arranged. For further details regarding this opportunity, for an informal discussion regarding the role or to arrange a visit, please do not hesitate to contact Mrs Beth Hawke, PA to the Principal at bhawke@wathacademy.com

Closing Date: Friday 04 December 2026 at 9:00am

Interviews: W/C Monday 07 December 2026

Based on the quality and quantity of applications received, Place Partnership reserves the right to interview sooner than the specified dates above. Applicants will be notified of this where possible. Therefore, early applications are encouraged.

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Role Description
Cover Supervisor

NJC Pay Range:	Band F
Responsible For:	N/A
Responsible To:	Cover Manager

Main Purpose of the Post

- To supervise classes during the short-term absence of teaching staff, ensuring that students complete the learning activities provided.
- To maintain a positive, purposeful and well-managed classroom environment in accordance with the Academy's behaviour expectations.
- To support students in accessing and completing pre-planned work, providing guidance and assistance where appropriate.
- To promote positive behaviour, engagement and high standards of conduct.
- To provide feedback to teaching staff regarding student engagement, behaviour and completion of work.

Key Areas of Responsibility

- To deliver high quality planned cover for absent colleagues as and when necessary, using professional judgement to respond to students' needs and ensure continuity of learning.
- To deliver programmes of study provided by the Teacher/ Senior Leader, liaising with Academy departments to understand the aims, content, teaching strategies and intended outcomes for lessons and the place of these in the relevant curriculum.
- To secure high standards of student behaviour and engagement, implementing, monitoring, recording and reporting using the Academy systems and procedures, so that learning can continue in the absence of the class teacher.
- To establish constructive and purposeful relationships with students, acting as a role model and interacting with them accordingly to meet individual needs.
- To respond to questions from young people and provide accurate and effective feedback to aid progress in the classroom.
- To liaise with Senior and Faculty Leaders and class teachers to provide detailed feedback on student progress and behaviour.
- To lead small groups of young people with tailored learning strategies to support them in their learning.
- To deliver within own area of specialism enrichment activities in the Academy.
- To monitor the use of ICT for acceptable use and safeguarding procedures.
- To assist in the creation of stimulating displays and resources.
- To recognise student achievements in line with the Academy's policy.
- To prepare appropriate learning activities to support curriculum areas including enrichment.
- To use the Academy's administrative systems and MIS to register and report progress with learning back to curriculum areas and families.
- To work with and guide the other adults in the classroom, such as the Teaching Assistant(s).
- To use existing knowledge and skills to actively contribute to curriculum planning meetings and deliver a range of teaching activities that engage and support learning in the classroom.
- To contribute to whole school initiatives, intervention, enrichment, trips and events.

Other Considerations Relevant to the Role

- To work from an identified Place Partnership Office location.
- To work with flexibility, travelling to and from Academies and other locations in the course of undertaking work duties. The post holder is required to ensure they have the appropriate business insurance to meet the requirements of the post.

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Role Description
Supplementary Information

NJC Pay Range:	Band F

Standards and Expectations

- Be an excellent role model, exemplifying high personal and professional standards and promoting high expectations for all members of the Trust.
- Take responsibility for promoting and safeguarding the welfare of children, young people, and adults within the organisation.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards young people, professionals, parents, governors and members of the local community.
- Regularly review own practice, set personal targets and take responsibility for own personal development.

Securing Policies and Compliance

- To apply Academy and Trust-wide policy and procedures.
- To promote and safeguard the welfare of pupils and other adults within the Trust by adhering to all statutory and associated workplace policies.
- To ensure compliance through highly effective quality assurance and forensic evaluation.
- To report and advise on any matter that may place the brand and reputation at risk.

Engagement with Stakeholders

- To build and maintain effective professional relationships with relevant external stakeholders and service user groups.
- To provide reports and updates to Leaders and Governors in relation to area of responsibility.
- To set clear standards for and expectations of communication with parents/carers and other key stakeholders ensuring follow up is timely, effective, and appropriate.
- To work collaboratively with others to deliver added value to the Academy and Trust.
- To understand the changing community and ensure stakeholder satisfaction.

This supplementary information forms part of the role description and should be used alongside the role specific information

Place Partnership is committed to safeguarding the welfare of children and expects all staff to share this commitment.

The aim of the Role Description is to indicate the general purpose and level of responsibility of the post. Duties may vary from time to time without changing the character of the post or general level of responsibility.

This is an outline Role Description only and the post holder will be expected to undertake duties commensurate within the range and grade of the post or any lesser duties as directed.

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Person Specification
Cover Supervisor

	Essential	Desirable
Qualifications and Training	• GCSE Maths and English to Grade 4/C or above or equivalent.	• Degree or Level 4 qualification.
Experience, Knowledge and Understanding	• Excellent verbal and written communication skills. • Ability to work effectively as part of a team. • Ability to promote a positive ethos and role model positive attributes. • Experience of working with young people.	• Experience of working in a secondary school. • Knowledge of school behaviour systems. • Experience supporting learning or enrichment activities. • Experience of facilitating student learning. • Experience supporting students with SEND. • Experience using school management information systems.
Skills and Attitude	• Ability to manage behaviour and establish clear expectations • Ability to work with a wide range of people. • Good organisational skills. • Strong ICT skills. • Ability to work independently and as part of a team. • Ability to establish positive professional relationships, recognise potential, motivate and challenge students. • Resilience and ability to stay calm under pressure.	

Personal Qualities and Attributes	• Demonstrates an absolute commitment to the Academy Vision and Place Partnership behaviours on a daily basis.
	• Embodies the Key Drivers:
	  ◦ World class learning
	  ◦ The highest expectations
	  ◦ No excuses
	  ◦ Growth mindset
	  ◦ Never give up
	  ◦ Everyone is valued
	  ◦ Integrity
	• Successful working relationships with colleagues/other stakeholders.
	• Energy and flexibility.
	• Demonstrates professionalism, confidence and effectiveness in carrying out their duties.
	• Role model of best practice.
	• Maintain a positive attitude and keep calm under pressure.
	• A high degree of personal and	

	professional integrity, confidence and loyalty. • Enthusiasm for and commitment to the achievement of the vision for success at all levels. • Ability to be reflective and self-critical. • Enjoys working with young people.	
Commitment	• Commitment to safeguarding, inclusion and student wellbeing.	
Attendance	• A good attendance record in current employment, (not including absences due to disability).	

**The postholder is required to ensure they have the appropriate business insurance to meet the requirements of the post.*

Postholder Acceptance

I acknowledge receipt of this job description and understand the expectations associated with the role.

Postholder Name .....

Postholder Signature .....

Date .....

Wath Academy

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