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.

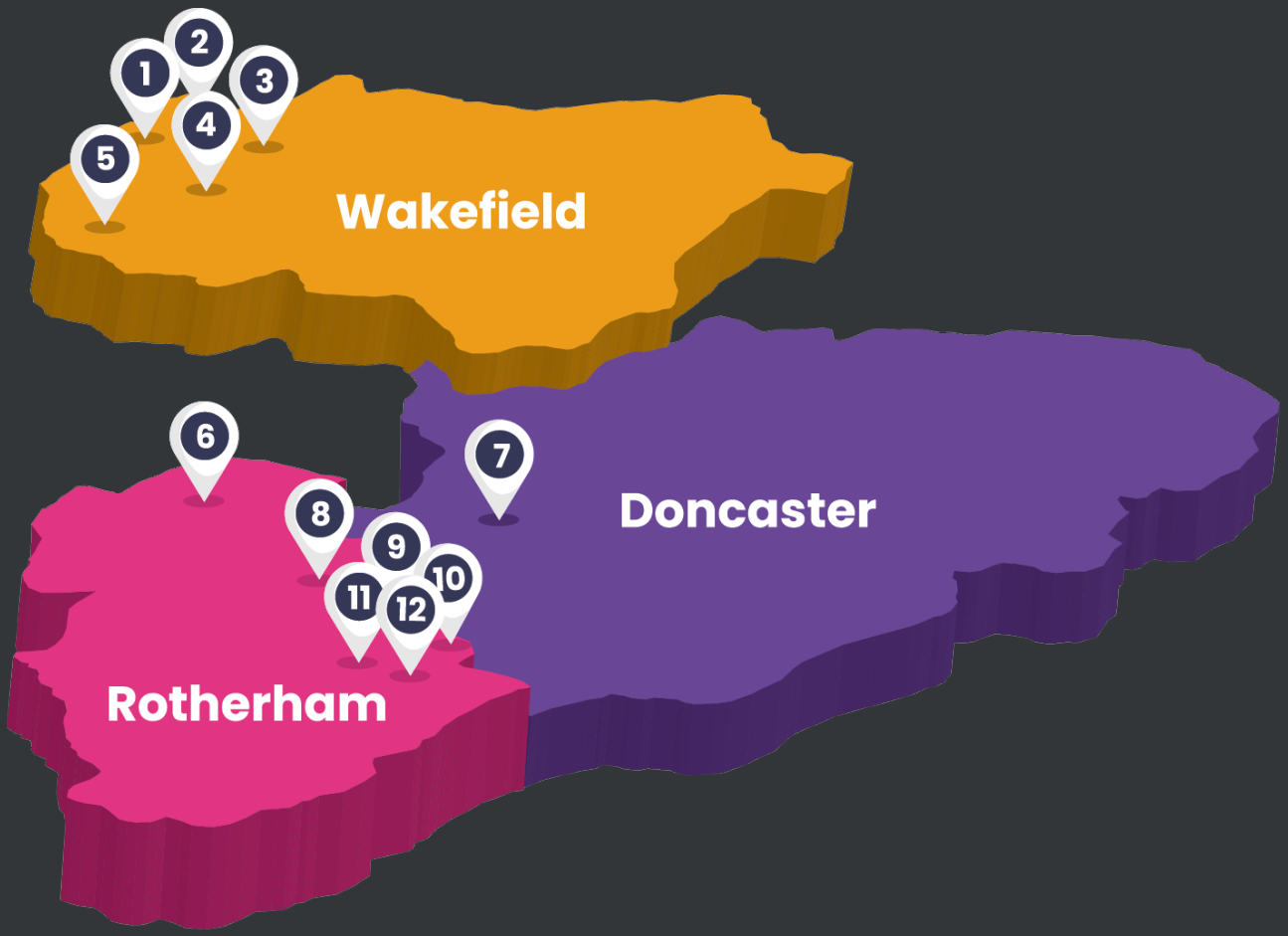


Yours sincerely,



**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.*

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# Pastoral Year Leader

**Location:** Wath Academy
**Salary:** £36,581 to £39,481
**Actual Salary:** £31,640.09
**Contract:** 37 hours per week, Term Time
**Start date:** ASAP

## About the Role

**Wath Academy** is seeking to appoint an inspirational and dynamic **Pastoral Year Leader**, who is passionate about supporting the pastoral and academic needs of all students. The successful candidate will work with leaders to ensure that all students maximise their potential.

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. If you feel you would like to be a part of that team and could make a valuable contribution to driving standards and performance to the next level, we would like to hear from you.

## About You

The successful candidate will...

- Be fully aligned to the Trust Vision, Values and Behaviours and the Academy Key Drivers.
- Have a true growth mindset and solid work ethic.
- Have a relentless obsession for improving the life chances of all students at Wath Academy.
- Be committed to raising standards for all students in the Academy enabling them to secure positive progression routes.
- Be 100% committed to supporting the Academy uphold the high expectations of students 100% consistency.
- Work proactively with other colleagues, leaders and multi-agencies to support all students.
- Have the ability to engage, inspire and build excellent relationships with both students and staff.
- Have the knowledge and experience of the context in which Wath Academy operates.

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**About Place Partnership**

This is an exciting opportunity to join a forward-thinking and ambitious organisation, driven by a genuine passion for the wellbeing, care, and education of young people.

Place Partnership was formed in September 2026 following 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 the 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 (EAP)
- 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*

## Further Information

Please forward any expressions of interest to **Mrs Beth Hawke, PA to Principal** at bhawke@wathacademy.com.

**Closing Date:** Friday 20th November 2026 at 9:00am

**Interviews are expected to take place:** W/C 23rd November 2026

Place Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to an Enhanced Disclosure and Barring Service (DBS) check and checks of the relevant barred list / prohibition lists.

Place Partnership is committed to providing a culture of inclusion, respect and equity of opportunity that attracts, supports, and retains high-quality colleagues from all backgrounds and across all job roles.

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Candidates will always be shortlisted based on the content of application against the job description and essential criteria without access to the personal details information.

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

# Pastoral Year Leader

| | |
|---|---|
| Pay Range: | Band H |
| Responsible To: | Associate Professional Senior Leader |

## Overall Purpose of the Job

- To ensure that exceptional pastoral care, support and guidance for all students within your year group is provided by working closely with Senior Leaders, the attendance and behaviour teams, BSU, Safeguarding and SEN.
- Identifying and removing barriers to learning for all students across the Academy.
- Relentlessly driving high expectations for behaviour, attendance, and punctuality of all students within your year group.
- Review behaviour and attendance data of all within your year group students regularly and ensure that appropriate strategies are in place to support them.
- Work with staff, parents/carers and multi-agencies to ensure that students develop high levels of character, emotional, social and physical resilience to engage successfully with learning and fundamentally improve student's life chances.

## Key Areas of Responsibility

- Be a role model of the highest standards, promote professional standards and expectations to young people, staff and broader community.
- Promote the highest standards of personal presentation, exceptional manners and traditional values of respect, courtesy and British Values which underpin the ambitious 'Key Drivers' of Wath Academy.
- To relentlessly drive the improvement of student attendance. Playing a key role in implementing the Academy attendance strategy. Building relationships and provided challenge with both students and parents through home visits.
- To support the day to day year based tutor system and ensure a consistent approach, positive professional conduct and high standards and expectations in all aspects of the Academy.
- To actively patrol the site, seeking out students in the learning environment to visit, monitor and carry out check-ups on their conduct and engagement.
- To ensure the Place Partnership Trust's behaviour for Learning policy operates with a 100% consistency by effectively working as part of a team on the on-call Standby System.
- To maintain accurate and up to date records on students.
- To provide daily pastoral care, support and guidance as required which actively promotes excellent attendance, punctuality and commitment to lifelong learning.
- To prepare resources/updates for the Assemblies, focused on promoting inclusion, individual and year group achievements.
- To monitor a key group of students – maintaining and rewarding engagement and success.
- To provide the daily contact for young people beyond the classroom – liaising with staff, multi-agencies and parents/carers to ensure that students develop the emotional, social and physical resilience to engage with learning both academically, socially and emotionally.
- To analyse and interpret Bromcom Behaviour and performance logs to identify important issues/trends, problems and intervene accordingly.
- To ensure same day communication with parents/carers and work proactively to solve problems and secure effective and time related solutions.
- To support Academy Year Leaders in identifying students with additional needs and collating the necessary paperwork to seek additional interventions through the Vulnerable Learners Network.

- To act as first point of contact for medical needs and to liaise with Attendance and Safeguarding Team to support a partnership approach to working with children and their parents/carers whose medical needs impact on attendance and punctuality.
- To contribute to the organization and delivery of House Assemblies, Parents Evenings 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.
- There may be occasions where there is a requirement to work flexibly outside core contract hours in order to meet the needs of the role.

## Standards and Expectations

- Be an excellent role model, exemplifying high personal and professional standards and promoting high expectations for all members of the Trust.
- Be a highly visible, proactive and approachable presence to students, staff and other stakeholders across the Trust and at Academy/Trust events and activities while sustaining the specific demands of the role.
- Be proactive, strategically plan ahead and establish professional networks that will support and enhance the work of the Trust.
- Sustain wide, current knowledge and understanding of education and relevant business systems and processes locally and nationally and pursue continuous professional development.
- Maintain and operate in the 'bigger picture' view of the Multi-Academy Trust securing the connectivity/implications of change and challenge across the spectrum of Academy operation.
- Celebrate success at every opportunity and implement ambitious strategies for continuous improvement while proactively challenging underperformance at all levels.
- Have high expectations against external benchmarks, engaging in systematic quality assurance, preparing for inspection, self-evaluation and improvement planning for all aspects of Academy life as well as specific areas of individual responsibility.
- 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 targets and take responsibility for own personal development.

## Securing Policies and Compliance

- To keep abreast of a statutory and regulatory guidelines within area of responsibility and ensure Leaders are kept up to date so that systems and processes secure compliance.
- To contribute to policy formulation and strategic direction of service area/area of responsibility.
- To promote and safeguard the welfare of students and other adults within the Learning 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.

## Leading People and Managing Performance

- To lead and develop staff within the team to deliver high-quality performance, ensuring that effective performance management arrangements are in place.
- To ensure that teams have a clear structure, roles and responsibilities and work in an integrated way.

- To take responsibility for line managing specific individuals and teams, being accountable for their performance and ensuring that they meet the overall standards expected by the Trust.
- To lead, plan, co-ordinate and manage the work of the team, including the development of their skills/knowledge and maximising the potential of all staff through professional support and challenge.
- To provide effective leadership and operational management of the teams and functions, ensuring that staff adopt the values and expected behaviours of the Trust to deliver a high-performance culture.
- To ensure that Leaders receive high-quality advice and guidance emanating from area of work/responsibility.
- To actively manage own performance and that of others, participating in the Trust's appraisal process as Appraiser and Appraisee.

# Engagement with Stakeholders

- To build and maintain effective professional relationships with relevant external stakeholders and service user groups.
- To lead and contribute to the development and delivery of staff and leader training and support across the Academy/Trust.
- To secure and actively engage with professional networks and collaborative arrangements with outside agencies and professional bodies associated with area of responsibility.
- 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.

# Other Considerations

- A Disclosure and Barring Service (DBS) check at Enhanced Level is required.
- To undertake any other duties and reasonable requests that are in keeping with the requirements of this post.

**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 by the Principal.**

**Place Partnership Multi Academy Trust is committed to safeguarding the welfare of children and expect all staff to share this commitment. An Enhanced DBS Disclosure is required for all staff.**

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# Person Specification

## Pastoral Year Leader

| | Essential | Desirable |
|---|---|---|
| **Qualifications and Training** | • GCSE English and Maths or equivalent qualification. | • Level 3 Qualification.<br>• Current First Aid training certificate.<br>• Current Safeguarding certificate. |
| **Experience, Knowledge and Understanding** | • Experience of working with children and young people.<br>• Knowledge of Safeguarding.<br>• Understanding of pastoral procedures and behaviour management. | • Experience of working within an educational context.<br>• Experience of undertaking a pastoral role. |
| **Skills and Attitude** | • Strong, effective communication and interpersonal skills with a wide range of stakeholders.<br>• Good organisational skills.<br>• Ability to think innovatively, creatively and contribute to new ideas.<br>• Ability to stay calm and remain positive and controlled under pressure.<br>• Ability to establish positive relationships with children, young people and parents/carers.<br>• Experience of engaging with external agencies.<br>• A role model of best practice to young people and the community. | |
| **Personal Qualities and Attributes** | • Demonstrates an absolute commitment to the Academy Vision and Place Partnership behaviours on a daily basis.<br>• Embodies the Key Drivers:<br>  ○ World class learning<br>  ○ The highest expectations<br>  ○ No excuses<br>  ○ Growth mindset<br>  ○ Never give up<br>  ○ Everyone is valued<br>  ○ Integrity<br>• Commitment to diversity and equality of opportunity in all working practices.<br>• Commitment to child protection and safeguarding policies and procedures.<br>• Commitment to the values and vision of Place Partnership Trust.<br>• Commitment to personal professional learning and development. | |

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

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