



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.

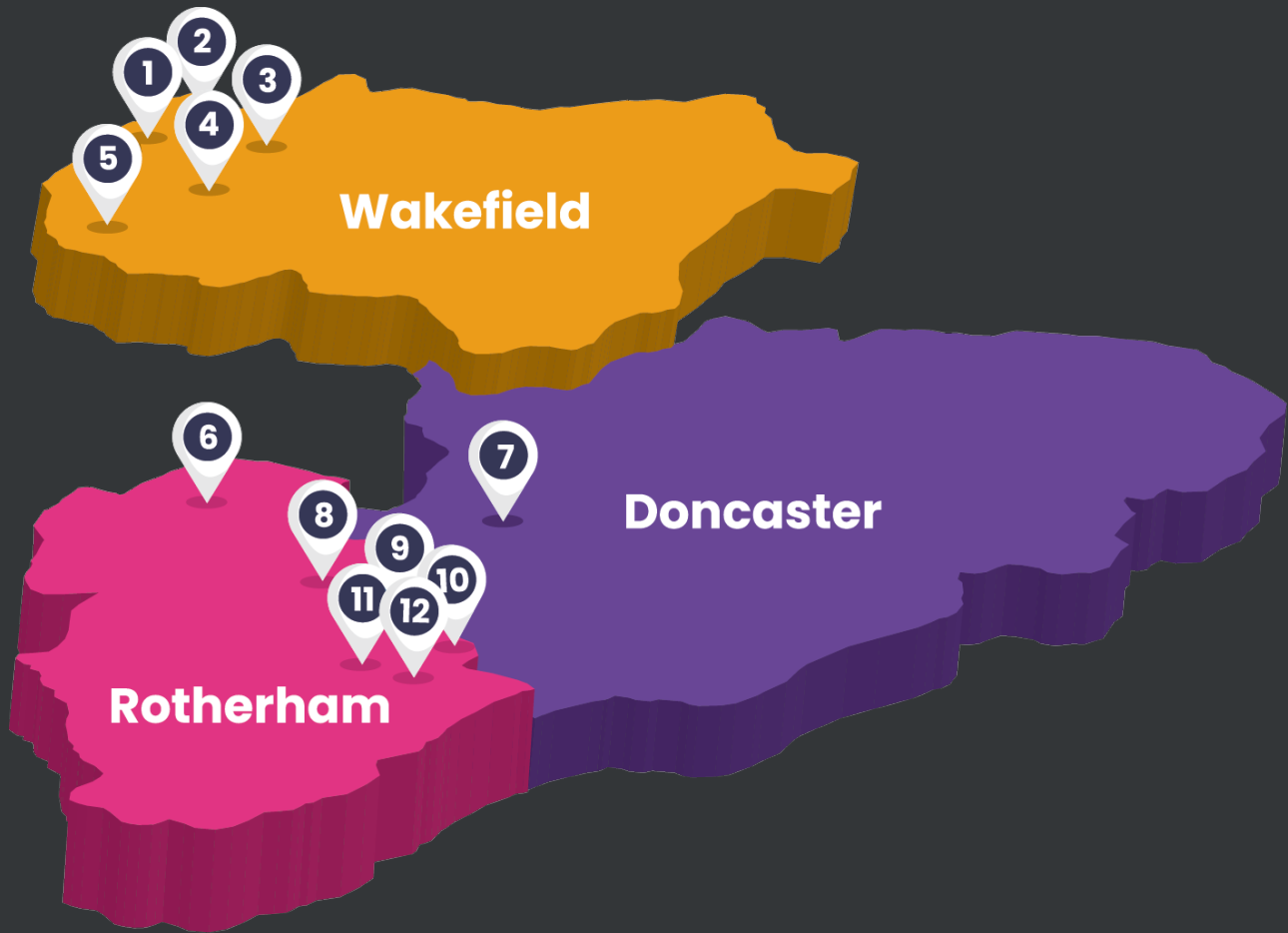
I am incredibly proud to lead Wath Academy and to work alongside such talented pupils and dedicated staff. If you share our ambition to provide outstanding opportunities for young people and are excited by the prospect of contributing to our continued success, we would be delighted to hear from you.

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-Deane, 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.



Subject Leader – Dance

Location: Wath Academy

Salary: MPR/UPR + TLR 2b

Contract: Full time, permanent

Start date: January 2027

About the Role

Wath Academy is seeking to appoint a dynamic **Subject Leader for Dance** who is fully aligned to our Trust Vision, Values and Behaviours and the Academy Key Drivers. A genuine passion for Dance and a strong commitment to developing young people to achieve their potential is essential. We would also welcome applications from Early Careers Teachers (ECT's) who meet the "Essential" criteria set out in the Person Specification and experienced teachers looking to continue their career in a supportive faculty.

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 a driven, proactive, and positive individual with an unwavering commitment to continuously improve their own standards of teaching and learning.
- Fully 'buy in' to using IRIS and regular drop-in feedback as a mechanism to improving their day-to-day performance as a teacher.
- Have the ability and desire to deliver exceptional teaching and learning.
- Be a dynamic practitioner with a relentless desire to drive up educational standards and deliver exceptional outcomes for all cohorts of pupils.
- Have excellent communication and inter-personal skills, with the ability to motivate and inspire the Dance Department, students and parents.
- Have a track record of delivering clear impact with their own classes.
- Have a true growth mindset, exceptional work ethic and a sense of humour.
- Have the knowledge and experience of the context in which Wath Academy operates.

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 either the Teachers' Pension Scheme or 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*

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 Principal** at bhawke@wathacademy.com.

Closing Date: Tuesday 20th October 2026 at 9:00am

Interviews are expected to take place: Thursday 22nd October 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.



A MULTI-ACADEMY TRUST

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.

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.

Role Description

Subject Leader – Dance

Pay Range:	MPR/UPR + TLR2b
Responsible To:	Director of Performing Arts

Overall Purpose of the Job

- Carry out the professional duties of a teacher in accordance with this job description, the Teachers Standards and the range of professional duties as set out in the School Teachers Pay & Conditions Document.
- To deliver the national curriculum and raise attainment predominantly in your specialist subject(s) across the age and ability range of pupils and contribute to the curriculum and the development of the Academy.
- Promote achievement of high standards through effective teaching and learning within your specialist subject(s) area, preparation, evaluation and action planning.
- To undertake the role of form tutor, provide timely communications to pupils in form group and offer advice and guidance.

Objectives

- Promote the Academy's positive identity and "Can Do" ethos.
- Implement and deliver appropriately differentiated, stimulating and engaging learning experiences and promote a love of learning.
- Monitor and support the overall progress and development of students as a Teacher and Form Tutor.
- Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- Contribute to raising standards of student achievement.
- Share and support the Academy's responsibility to provide and monitor opportunities for the personal and Academic growth of students.

Teaching and Learning

- Actively monitor and follow up student progress.
- Link with other colleagues to ensure that the work fully reflects the Academy's distinctive ethos and vision.
- To create and maintain an environment and code of behaviour which promotes and secures outstanding teaching, effective learning and high standards of achievement and behaviour.
- Assist in the process of curriculum development and delivery at Key Stages, 3, 4 and 5 which complements both the Academy Development Plan and the Faculty Development Plan.
- To keep up to date with national developments, teaching practice and methodology.
- To engage actively in the Appraisal process.
- To ensure the effective/efficient deployment of classroom support.
- To undertake assessments of students as requested by external examination bodies, faculty and Academy procedures.
- Use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the curriculum.
- Provision of effective teaching of class groups and individuals so that teaching objectives are met, challenging lessons are provided and effective use of teaching time is made.

- Continue to develop teaching methods and lesson plans to ensure they enshrine best practice and encompass the needs of all pupils.
- Ensure that individual pupil progress is regularly assessed, recorded, reported and used to inform future teaching.
- Monitor pupil progress through the use of performance and benchmarked data to ensure that high standards of learning are achieved and maintained.
- Prepare for internal and external assessments.
- Differentiate learning to meet the needs of all pupils and promote an inclusive classroom environment.

Collaboration and Stakeholder Engagement

- Maintain positive relationships with parents and carers.
- Liaise with Curriculum Leader/Head of Department and/or Pastoral Year Leader (PYL) as appropriate.
- Attend Parents Evenings to keep parents informed of progress and contribute to accurate pupil records.
- Establish effective working relationships with colleagues and other professionals.
- Contribute to the broader life of the Academy by supporting curricular and extra-curricular events and activities.

Pupil Progress and Personal Development

- Monitor student attendance, progress and performance in relation to targets set for each individual and ensure that follow up procedures are adhered to and implemented as necessary.
- Act as Form Tutor and carry out duties associated with that role.
- Contribute to PSHE, SMS C development and model British Values according to Academy policy.
- Ensure the Behaviour Management system is implemented in the subject area so that effective learning can take place.
- Contribute to the promotion of the curriculum area.

Professional Responsibilities

- Set personal targets and take responsibility for own continuous professional development.
- Contribute to the promotion of the curriculum area within the Academy and wider community to encourage pupils' interest in your subject(s).
- Implement Academy policy and procedures.
- Ensure that Health and Safety policies and practices, including Risk Assessments, throughout the faculty, are in-line with national requirements and are updated when and where necessary.
- Be responsible for promoting and safeguarding the welfare of students within the Academy and implementing all associated policies (e.g. Child Protection).
- Keep up to date with developments in the curriculum area and education in general.

Safeguarding

- Safeguarding and promoting the welfare of children and young people and compliance with all safeguarding policies, procedures and statutory guidance.

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 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.

Person Specification

Subject Leader – Dance

	Essential	Desirable
Qualifications and Training	• Qualified Teacher Status. • Relevant Honours Degree. • Evidence of effective teaching experience within current school or as a student during teaching practice.	• Experience in use of a management information system e.g. Bromcom.
Experience, Knowledge and Understanding	• An awareness of good practice in identifying individual needs and providing student support. • Confidence to try a range of teaching strategies and approaches. • Ability to exercise firm and fair discipline and develop positive relationships with students. • Experience of teaching across two key stages. • Experience of teaching Dance. • A good understanding of the Dance curriculum.	• Experience of teaching at Key Stage 5.
Skills and Attitude	• Awareness of the need to maximise the potential of ICT as an aid to learning and extra-curricular developments.	
Personal Qualities and Attributes	• Demonstrates an absolute commitment to the Academy Vision and Place Partnership behaviours. • 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. • Innovative, able to contribute new ideas and help establish them. • A dynamic teaching style which engages all learners and drives progress. • A true growth mindset and a desire to continually improve as a teacher.	

	• Energy and flexibility. • A professional approach borne out of confidence and effectiveness in role. • A role model of best practice to young people and the community. • Able to maintain a positive attitude and keep calm under pressure. • Able to communicate effectively and concisely both in verbal and written form to a variety of audiences. • A passion for subject specialism – Dance. • Fully aligned to Wath Academy's vision and key drivers.	
Commitment	• Raising standards of student achievement. • Continued Professional Development. • Community liaison including parental involvement. • Diversity and equality of opportunity in all working practices. • Enhancing the SMSC of young people and modelling British Values. • Extra-curricular activities.	

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



Wath Academy



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