

Wath Academy



**Delivering exceptional learning experiences that
enable all young people to thrive in a competitive world and lead successful and fulfilling lives**

World-class learning World-class learning every lesson, every day	The highest expectations Everyone can be successful; always expect the highest standards	No excuses Create solutions not excuses; make positive thinking a habit	Growth mindset Believe you can improve; work hard and value feedback	Never give up Resilience is essential; be relentless in the pursuit of excellence	Everyone is valued Diversity is celebrated; see the best in everyone	Integrity Be trustworthy and honest; deliver on promises and walk the talk
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Equality Objectives - Staff

At Wath Academy we are passionate about achieving our vision. To fully achieve our vision, we see it as essential that we do this in an equitable manner across all strands of the Academy. We want to be an inclusive employee and academy of choice for staff and students within our locality. Our equality objectives align closely with our school vision, and are designed to support 'all' students.

Objective One

Increase the diversity of the staff in line with the Rotherham average.

Current context and why we have chosen this objective

Wath-Upon-Dearne and Rotherham Racial Demographics (2021 Census)

Ethnic Group	Wath Academy Staff				Wath Academy Students				Wath-Upon-Dearne	Rotherham	UK
	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26			
White	92.05%	97.9%	97.9%	95.67%	94.20%	93.57%	91.4%	92.3%	96.4%	91.0%	81.7%
Asian	1.87%	2.1%	1.6%	3.03%	1.60%	1.73%	2.2%	1.6%	1%	5.3%	9.3%
Black	0%	0%	0%	0.43%	1.30%	1.53%	2.8%	2.6%	0.87%	1.1%	4.0%
Mixed/Multiple	0.93%	0%	0%	0.43%	2.55%	2.58%	2.7%	2.4%	1.34%	1.4%	2.9%
Other	5.15%	0%	0.5%	0.43%	0.35%	0.59%	0.9%	1.1%			

In the 2021 census, 18.3% of the national teaching workforce were of an ethnic minority group.

As the data above suggests, Wath and Rotherham are very much monocultural communities. This could potentially limit our student's exposure to different races, religions and cultures, we want our students to have a learning experience which better reflects society as a whole. One of our Key Drivers is 'Everyone is valued – Diversity is celebrated, see the best in everyone', for us to truly live and breathe this Key Driver we must ensure our students are exposed to more people from different ethnic and religious backgrounds. Also, for our students from ethnic minorities, it is important that they see members of their race and/or religion in aspirational positions within the Academy.

Action Plan

Action	Success Criteria	Staff Responsible	When
Engage with teaching Unions to establish barriers some of their members may face	Identification of barriers which may prevent applications.	Principal	Ongoing
SLT to take part in unconscious bias training annually.	Being aware of any potential unconscious bias this will reduce any potential bias when it comes to making recruitment or retention decisions	Principal & SLT	Ongoing
Advertise roles in platforms that reach underrepresented groups	Increased applications from non-white candidates	Principal	Ongoing
Research and attend any BAME teacher recruitment days.	BAME teachers to be aware of opportunities at Wath Academy	Principal	July 2026
Contact Universities and ITT providers to make them aware of recruitment opportunities.	Expand the field in which we currently advertise thus reaching more BAME teachers	Principal/ Assistant Principal	Ongoing
Any applicant from a non-white ethnic group will be shortlisted for interview if they meet all the essential criteria in the person specification.	Applicants from non-white ethnicities will not be hindered by any unconscious bias that may exist.	Principal	Ongoing
Strengthen retention through mentoring and support	Staff retain their position into the following year	Principal/ Assistant Principal	Ongoing
Marketing documentation to visually demonstrate our 'Everyone is Valued' Key Driver. ALL visual advertising to showcase a diverse staff and teaching population	Documentation to make it attractive for staff of different ethnic minorities to want to work at Wath Academy.	Principal and Marketing Team	Ongoing

Objective Two

Ensure an even gender distribution across all leadership roles.

Increase the number of male English teachers

Current context and why we have chosen this objective

Wath Academy Staff Data

Group	Total				Males				Females			
	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26
Staff - All	186	240	241	231	64 34.41%	86 35.83%	88 36.5%	78 33.8%	122 65.59%	154 64.17%	153 63.5%	153 66.2%
Staff - Teachers	114	122	120	121	43 37.72%	51 41.80%	51 42.5%	52 43%	71 62.28%	71 58.20%	69 57.5%	69 57%
Staff – Associate Professionals	83	118	121	109	21 29.17%	35 29.67%	37 30.6%	25 23%	51 70.83%	83 70.33%	84 69.4%	84 77%
Staff - Middle Leaders	55	53	59	54	19 34.55%	20 37.74%	22 37.29%	23 42.6%	36 65.45%	33 62.26%	37 62.71%	31 57.4%
Staff - Senior Leaders	14	15	15	16	9 64.29%	9 60%	9 60%	10 62.5%	5 35.71%	6 40%	6 40%	6 37.5%

Current Senior Leadership Breakdown 2025-26

Principal - Male

Vice Principals – Two males.

Assistant Principals – Two males and three females.

Associate Assistant Principals – Five males and three females.

English Department Data 2025-26

	National Teaching Population	Wath Academy Teaching Population	Wath Academy English Department
Male	38%	43%	31.25% (5)
Female	62%	57%	68.75 (11)

Action Plan

Action	Success Criteria	Staff Responsible	When
SLT to take part in unconscious bias training.	Being aware of any potential unconscious bias this will reduce any potential bias when it comes to making recruitment or retention decisions	Principal & SLT	Ongoing
All candidates to continue to have the exact same questions and tasks during a recruitment process.	No candidate is disadvantaged by a variance in questioning/task difficulty.	Principal	Ongoing
Marketing documentation to visually demonstrate our 'Everyone is Valued' Key Driver. ALL visual advertising to showcase a diverse staff and teaching population	Documentation to make it attractive for staff of different genders to want to work at Wath Academy.	Principal and Marketing Team	Ongoing
Contact Universities and ITT providers to make them aware of recruitment opportunities, with a particular focus on Male English teachers	The academy has a great relationship with ITT providers and therefore is aware of the best male English teachers. Male ITTs are aware of job opportunities at the academy.	Principal & SLT	Ongoing
Specifically target Male English teacher for recruitment form all teacher training channels.	Male ITTs are aware of job opportunities at the academy.	Principal & SLT (KBD)	Ongoing

Ensure both male and female involvement in interview days.	Both female and male staff have an opportunity to share their insight on candidates and recruitment needs.	Principal & SLT	Ongoing
Identify internal candidates which would help balance genders in leadership positions and mentor them by pairing with females in leadership roles – discussion at SLT about potential females leaders	Internally recruit talented staff to achieve a gender balance in leadership positions.	Principal	Ongoing
Ensure there is open dialogue around flexible working for females who aspire to take on leadership roles. This to include supportive discussions following maternity leave	Internally recruit and retain talented staff to achieve a gender balance in leadership positions.	Principal & SLT	Ongoing

Objective Three

No bullying or discrimination claims from the staff body

Current context and why we have chosen this objective

Bullying and discrimination has historically been very rare at the Academy and its predecessor (Wath Comprehensive School). However, it is essential that staff are treated in line with our 'Everyone is Valued' Key Driver, meaning that no bullying or discrimination takes place at the Academy. No staff member should feel the burden of discrimination and should in fact feel empowered and developed.

There have been no formal allegations of bullying at the Academy in the last academic year.

Action Plan

Action	Success Criteria	Staff Responsible	When
SLT to take part in unconscious bias training.	Being aware of any potential unconscious bias this will reduce any potential bias when it comes to making recruitment or retention decisions	Principal & SLT	Ongoing
All staff to be aware of clear reporting processes in place.	All staff to know exactly how to report and instances of bullying or discrimination.	Principal	INSET September 2025 Ongoing
Staff to be appropriately trained to deal with allegations of bullying and discrimination.	Leaders to know how to effectively deal with any allegations and subsequent investigations with training and advice via MLT.	Principal and all Leaders	INSET September 2025 Ongoing
Clear job descriptions and regular line management.	All staff to have clarity of expectations and receive line management in line with previously agreed regularity.	Principal	Ongoing
Wellbeing section on all line management agendas	All staff given the opportunity to discuss their current wellbeing with their line manager at each line management meeting.	Principal and Line Managers	Ongoing

<p>All leaders to access Leadership Competency development which includes:</p> <ul style="list-style-type: none">• Self-Awareness• Resilience and Emotional Maturity• Integrity• Inspiring Others• Holding to Account• Relating to others• Developing Others• Collaboration	<p>Having more leaders trained and aware of these leadership competencies will positively affect how they treat and interact with others.</p>	<p>Principal and Line Managers</p>	<p>Ongoing</p>
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