

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 - Students

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

Disadvantaged students to achieve attainment levels on par with non-disadvantaged students nationally. Progress measures to also match those of non-disadvantaged nationally when the measure returns in 2026/27.

Current context and why we have chosen this objective

Number and Percentage of Disadvantaged Students

	Whole school	Year 7	Year 8	Year 9	Year 10	Year 11
% of disadvantaged students	29%	31%	32%	26%	29%	26%
Number of students	475	108	109	87	91	80

Academic Data

Baskets	2024 National Av		2019 Results		2023 Results		2024 Results		2025 Results	
	All	PP	All	PP	All	PP	All	PP	All	PP
Attainment 8	46.1	34.5	44.7	32.4	50.38	38.99	49.4	37.4	48.14	38.66
Attainment 8 - Boys	43.7		41.5	28.9	47.08	37.34	48.9	40	46.04	36.67
Attainment 8 - Girls	48.2		47.9	36.1	54.55	41.04	50	36.1	50.17	40.82
Attainment 8 – HA	66.1		51.8	37.7	69.5	51.64	64.8	56.4	70.42	72.5
Attainment 8 – MA	46.2		32.7	29	49.74	43.28	48.5	37.9	50.44	43.37
Attainment 8 - LA	25.1		24.7	24.6	29.91	26.91	28.7	23.7	35.77	32.77

Action Plan

Action	Success Criteria	Staff Responsible	When
A Pupil Premium strategy document to be created and reviewed periodically. Please see PP strategy document for further actions	Disadvantaged students to perform in line with their non-disadvantaged peers nationally and make progress in line with non-disadvantaged students at Wath Academy	Principal & Vice Principal	Ongoing
A Y11 & Y13 strategy document to be created and reviewed periodically. Please see Y11 & 13 strategy document for further actions. Weekly meeting held to discuss students of concern	Disadvantaged students to perform in line with their non-disadvantaged peers nationally and make progress in line with non-disadvantaged students at Wath Academy	Principal, Vice Principal and Assistant Vice Principal	Ongoing
The Senior Leader in charge of outcomes (LSL) to meet with the Y11 team weekly and bring actions to SLT every week	Disadvantaged students to perform in line with their non-disadvantaged peers nationally and make progress in line with non-disadvantaged students at Wath Academy	Principal and Appointed member of staff	Ongoing

Objective Two

Disadvantaged students to participate in a wide variety of enrichment activities throughout the school year, in line with non-disadvantaged peers.

Disadvantaged students go on at least one school trip each year.

Current context and why we have chosen this objective

The distribution of enrichment choices of disadvantaged students versus non disadvantaged students. A survey was carried out asking students how many enrichment activities students had selected previously to provide a baseline. We believe there is value in students having a broad range of experiences and desire for all students to see value in the range of choices and not be affected by their level of disadvantage.

Disadvantaged students not to be excluded from school visits due to disadvantage, we need to ensure equal opportunities to all students

Number of enrichment choices	All students	Disadvantaged
2 or more choices in the academy year 2024-25	75.1%	73.8%

Year 8-11 breakdown of enrichment selection

Category	All Student Percentage	PP Student Percentage
>1 club	100.0%	100.0%
>2 clubs	75.1%	73.8%
>3 clubs	45.6%	45.0%
>4 clubs	14.0%	11.6%

Action Plan

Action	Success Criteria	Staff Responsible	When
Specifically target disadvantaged students to participate in a range of enrichment activities when selecting. Limit the number of repeated activities	Increased percentage of students selecting 2 or more option per year.	Principal and Assistant Principal	Ongoing
Advertise school trips to disadvantaged students, the AYL to speak to disadvantaged students to encourage to attend. Offer financial support where possible	Increased number of students applying for school trips	Principal and AYL's	Ongoing
Monitor the numbers of disadvantaged students attending school visits to identify barriers to be broken down	Have a list of barriers that are perceived by students to prevent participation. Look to ways to remove the barriers the following year	Principal and Vice principal	Ongoing
Access funding where possible to allow disadvantaged students to attend residential	Funding secured and pupils attend a visit.	Principal and Vice principal	Ongoing October 2025

Objective Three

Attendance of disadvantaged students to be in line with their non-disadvantaged peers nationally.

Current context and why we have chosen this objective

Cohort	Total	National Average	Yorkshire and Humber average
Overall Cumulative Attendance			
2025-26 (HT1)	93.9%	91.4%	
2024-25	92.5%	91.4%	92.2%
2023-24	90.5%	91.0%	
2022-23	91.0%	90.8%	
2021- 22	92.1%	90.6%	
2020-21	93.5%	91%	
2019-20	95.0%	N/A	
2018-19	94.5%	94.5%	
Disadvantaged Students			
2025-26 (HT1)	89.6%	86.9%	
2024-25	86.8%	86.9%	87.2%
2023-24	84.7%	86.0%	
2022-23	85.6%	85.5%	
2021- 22	87.2%	85.8%	
2020-21	89.0%	N/A	
2019-20	89.1%	N/A	
2018-19	91.4%	92%	
Non-Disadvantaged Students			
2025-26 (HT1)	95.6%	93.7%	
2024-25	94.8%	93.7%	94.4%
2023-24	93.4%	92.9%	
2022-23	92.8%	92.7%	
2021- 22	94.1%	92.1%	
2020-21	95.3%	N/A	

2019-20	96.4%	N/A	
2018-19	95.7%	96.1%	

Green boxes indicate the measure is above national average

Orange boxes indicate the measure is approaching national average (up to 1% behind)

Red boxes indicate underperformance (more than 1% below)

Action Plan

Action	Success Criteria	Staff Responsible	When
A Pupil Premium strategy document to be created and reviewed periodically. Please see PP strategy document for further actions.	Disadvantaged students to attend in line with their non-disadvantaged peers.	Principal, Vice Principal & Assistant Principal	Ongoing
An attendance strategy document to be created and reviewed periodically. Please see attendance strategy document for further actions.	Disadvantaged students to attend in line with their non-disadvantaged peers.	Principal, Vice Principal & Assistant Principal	Ongoing