



Pathfinder

Multi Academy Trust

Providing an excellent education from age 2 to 19

Class Teachers at The White Rose Federation

Barlow Church of England & Chapel Haddlesey CofE Primary School
Required from September 2026

Closing date: Friday 8th May at midday

Interview date: Thursday 14th May and Friday 15th May



The White Rose Federation

One family, branching out together



If you have a passion for inspiring the next generation and want to work with a talented, committed and supportive team then this might be the job for you!

We enjoy working at our schools - we are inclusive, and our family-feel resonates throughout each classroom. Our approach to teaching is through topic-based learning, where children are empowered to take a lead and follow their interests.

In return, you can expect: a dedicated leadership team who are child focused and value your input in our ever-evolving schools; a staff team who all want the best for the children; a committed and loyal parent community and, most importantly, our children, who are excited to meet you.

There will be bespoke professional development for you, to support you on your professional journey, including opportunities to hone your skills as a mixed aged teacher plus continued professional development for you as a subject leader.

We warmly welcome visits to the schools. Should you feel that you may be what we are looking for, please arrange to visit our schools by contacting the school office using the details below:

Chapel Haddlesey: 01757 270282

office.chapel@wrfed.pmat.academy

Barlow: 01757 618319

office.barlow@wrfed.pmat.academy

Job Title

Teacher

Reports to

Headteacher

Grade/Salary

Main scale M1—UP1 (£31,650 - £47,472)

ECTs welcome to apply

Contract Type: Permanent, Full Time.

Additional Information

We are offering **two** class teacher positions within our Federation., at Barlow and Chapel Haddlesey school. The Year groups are a mixed Year 2/3/4 at each school.

Full time, required from September 2026

Completed application forms should be emailed or posted to:

Executive Headteacher: Ms Suzanne Keeler
Chapel Haddlesey CofE Primary School, Millfield Lane,
Chapel Haddlesey, Selby, YO8 8QF

office.chapel@wrfed.pmat.academy

Barlow CofE Primary, Park Lane, Barlow, YO8 8ES

office.barlow@wrfed.pmat.academy

Please indicate if you wish to be considered for both roles within your application.

Pathfinder Multi Academy Trust is an equal opportunities employer, committed to safeguarding and promoting the welfare of children. Enhanced DBS check required. As part of our due diligence process, an online search will be carried out on all shortlisted candidates. These checks are carried out to determine suitability to work with children and keep them safe. If you wish further information regarding these checks please contact 01904 806515.



The White Rose Federation

One family, branching out together

Our schools are part of The White Rose Federation, which joined Pathfinder Multi-Academy trust in November 2024. Our Federation sits within the Trust as a formal partnership between 4 local schools. Our staff care deeply for our children and we aim to ensure that we do the very best that we can for our children.

The schools in our Federation are Barlow Church of England Primary School, Burton Salmon Community School, Chapel Haddlesey Church of England Primary School and Hensall Community Primary School. We tend to think of ourselves as one school across four sites. We share our training and staff meetings together, utilising each other's strengths to get it right for the children in our schools.

Suzanne Keeler leads the schools as Executive Headteacher and each school also has a Head of School at each site, with whom you will be able to work in close partnership. Three of our schools also have the same structure so you will be able to work alongside two other Year 2/3/4 teachers, so you won't be alone!



To flourish here you must be professional, committed, ambitious – for yourself and the school, fair and open to working with others. You also need to be a genuine 'team-player'. We stand by this as continued school improvement can be a tough journey and supporting one another is imperative. We work at pace and challenge each other to be the best that we can be; any new staff member who joins us must mirror this.

I hope that our advert has piqued your curiosity and you'd like to find out more as we may just be your 'cup of tea'! You may be reading this and worry that teaching Years 2 to 4 is too big a step but honestly, mixed aged classes really aren't scary! However, the only way that you will find out more is to pick up the phone and arrange a visit. We all have our inner wobbles, so really, come and see for yourself, what have you got to lose?

Extracts from official reports:

"Leaders are very ambitious for all pupils. They ensure that pupils know what life is like in the wider world, beyond the village. Leaders are using the strengths in the federation to share teaching skills and experiences. This ensures that teachers get development opportunities they otherwise would not receive"

"Leaders invest time, support and care in all adults and pupils. This is deeply cherished by all, leading to an aspirational culture which pervades throughout the school."

"The vision of 'one family branching out together' underpins, and strengthens, the impact of the federation on the school community. Each member is personally invested in the school."

"Staff are proud to work at the school and say leaders consider their well-being."

"The school has an effective and timely system to identify the needs of the pupils with SEND. Teachers set appropriate targets for pupils. The school monitors the targets to ensure that pupils are making progress. "

"Working collaboratively significantly supports the school's expertise to provide an ambitious curriculum. The curriculum has different cycles to meet the needs of the mixed-age classes. This ensures that pupils do not repeat topics and learning builds over time."

"The school's ethos is rooted in the nurturing of positive relationships while fostering independence and resilience. This is captured in its vision of, 'one family, branching out together'."



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JOB TITLE

Class Teacher

REPORTS TO

Headteacher

Job description

JOB PURPOSE

Promote effective learning, appropriate achievement and educational, social and personal progress of all pupils for whom the teacher is designated as being responsible, consistent with the aims of the school and the unique needs of each individual.

JOB CONTEXT

This school is committed to safeguarding and promoting the welfare of our pupils and young people. We have a robust Child Protection Policy and all staff will receive training relevant to their role at induction and throughout employment at the School. We expect all staff and volunteers to share this commitment.

This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children.

RESPONSIBLE FOR

Deployment of support staff allocated (where relevant)

KEY RESPONSIBILITIES

- Develop and maintain an up-to-date knowledge and understanding of the areas of teaching and pupil support for which the post-holder is responsible
- Plan work to meet the learning needs of allocated pupils in a consistent and effective way
- Use appropriate teaching and classroom management strategies to motivate pupils and enable each to progress
- Monitor the progress of pupils for whom the postholder is responsible, to set expectations and give constructive feedback
- Maintain appropriate records to demonstrate progress made by pupils
- Participate fully in professional development activities to develop practice further, sharing the learning from these as appropriate
- Make an active contribution to the policies and aspirations of the school
- Contribute to the wider school (UP Teacher)

To fulfil all of the requirements and duties set out in the current Pay and Conditions Documents relating to the conditions of employment of teachers.

To fulfil all of the responsibilities and duties required by the School's policies on teaching and learning.

To achieve any performance criteria or targets arising from the School's Performance Management arrangements.



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About our Trust

Providing an excellent education from age 2 to 19



Setting the course



Leading the way



Serving and inspiring

Formed in August 2016, Pathfinder is a successful, well-established Multi Academy Trust serving more than 6,800 children and their families across York and North Yorkshire.

We are a flourishing and supportive learning community. A partnership of like-minded Church and Community Schools, where a clear and ambitious vision of a high quality inclusive education **sets the course** and permeates across all areas of school life. Pathfinder has a proven track record of **leading the way**. We are a Trust with strong examination results, high quality teaching

and learning, an inspiring curriculum, excellent opportunities for personal development and a wide, varied programme of extra-curricular opportunities.

We understand that achievement comes in many different forms and work collectively to **serve and inspire**, nurturing aspiration and promoting excellence in all our students. We value the uniqueness and diversity of each of our schools, celebrating this distinctiveness and the contributions they make to the wider Pathfinder community.

Pathfinder schools



Archbishop Holgate's School
A Church of England Academy Founded 1546



Applefields School
York



Badger Hill
PRIMARY SCHOOL



Barlow CE Primary School
Part of the White Rose Federation - One family, branching out together



Burton Salmon CP School
Part of the White Rose Federation - One family, branching out together



Chapel Haddlesey CE School
Part of the White Rose Federation - One family, branching out together



Clifton with Rawcliffe



Hempland
Primary School



Heworth
Church of England Primary School



Huntington
PRIMARY ACADEMY



Malton School
A Specialist Science School



New Earswick
Primary School



Poppleton Road
Primary School



Rufforth
Primary School
Inspire · Care · Grow



St Barnabas
CHURCH OF ENGLAND PRIMARY SCHOOL



St Lawrence's
CHURCH OF ENGLAND PRIMARY SCHOOL



Tang Hall
Primary School



Welburn
COMMUNITY PRIMARY SCHOOL



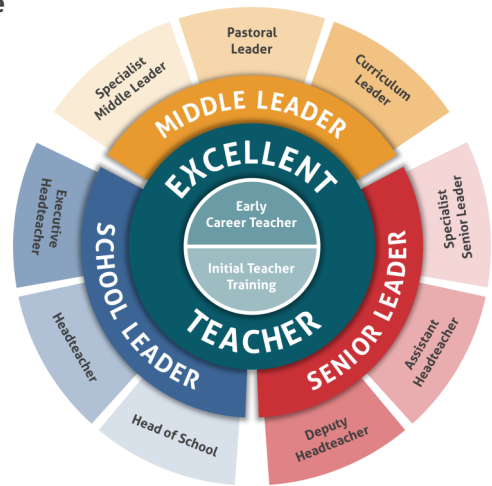
Professional Development

The professional development of our staff is a key commitment of the Trust and we have a career pathways programme to ensure we recruit, develop and retain the very best colleagues.

Teaching Staff

For our teaching staff, we have a career pathways programme which starts with Initial Teacher Training and progresses through to Executive Headteacher. At Pathfinder we:

- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide staff with the highest quality research-proven CPD.
- offer access to skilled leaders and mentors.
- give staff opportunities for development from Initial Teacher Training to senior management.



Support Staff

Our career pathways programme for support staff aims to ensure that all colleagues are equipped with the necessary skills, qualifications and resources to fulfil their roles to the highest standard. At Pathfinder, our support staff will:

- be confident in fulfilling their role to the highest level.
- have an understanding of how their role fits into the wider organisation.
- act as a source of support, advice and guidance to colleagues.
- identify any training and development needs for themselves and staff they manage.
- be given support and advice to develop their skills to progress to posts at the next level.



Partnering with the National Society for Education, the Pathfinder Leadership Academy has been designed to identify, develop and support colleagues to progress into positions of middle leadership and beyond.



Proudly delivering Initial Teacher Training and Education, Appropriate Body services, the Early Career Framework and National Professional Qualifications across our urban, rural and coastal school communities.



Working in partnership with our urban, rural and coastal school communities to champion, sign-post, design and deliver high-quality professional development across Yorkshire and the Humber.



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Benefits of Working at Pathfinder

Our range of employee benefits aims to support the health and wellbeing of our staff ensuring they are valued and supported throughout their time at work.

Pension Scheme

You are offered membership of either Teachers' Pension Scheme, or for support staff, the Local Government Pension Scheme. As well as employees paying into the scheme (banded, based on earnings) Pathfinder also pays into the scheme on your behalf at the following rates (regardless of earnings).

Local Government Pension Scheme

We contribute an additional 19.9% of your salary.

Teachers' Pension Scheme

We contribute an additional 28.68% of your salary.

Staff Benefits Platform

Our dedicated employee benefits platform Vivup provides staff with access to all of our benefits in one easy to use and convenient place.

Vivup also provides exclusive benefits through their platform and the option to spread the cost of purchasing items straight from your salary through the home and electronics and cycle to work benefits.



CSSC Sports and Leisure

Our staff benefits scheme with CSSC gives Pathfinder staff access to over 4,500 benefits, offers and activities including savings at restaurants, cinemas, gyms, theme parks and attractions; up to 70% off shopping with thousands of online and high street retailers and free health and wellbeing portal for courses, classes and content.



TES Magazine Subscription

All Pathfinder employees have unlimited access to the online TES magazine keeping you up to date with the latest education news, analysis and teaching and learning knowledge.



Employee Assistance Programme

Making sure everyone at Pathfinder gets the support they need whatever their



worries, the Employee Assistance Programme provides specialist counselling and resources 24 hours a day, 365 days a year. The service is completely confidential and provides support by telephone or online from specialist call handlers and counsellors who understand the demands of working in education. You can also access:

- Emotional support and counselling
- Six sessions of in person or telephone counselling
- Access to online Cognitive Behavioural Therapy
- Specialist information on work-life balance
- Financial and legal advice

Able Futures

As a Trust, we are subscribed to Able Futures which provides up to nine months of confidential, no cost advice, guidance and support from mental health professionals to help you cope with work while you manage a mental health condition such as anxiety, depression or stress.



Discounted Bus Travel

As part of the First Bus Commuter Travel Club, Pathfinder employees benefit from discounts on work and leisure travel using First Bus services. The benefits include:



- Savings on discounted monthly bus tickets
- Unlimited bus travel in your chosen zone
- Tickets delivered straight the First Bus app
- Spread the cost of annual travel

Free Will Writing Service

Estate planning and will writing specialists Durham McCarthy



are able to offer Pathfinder employees a free will writing service to help you plan for your future, protecting your family and loved ones.