Pathfinder
Multi Academy Trust

Providing an excellent education from age 2 to 19

Cover Supervisor

Archbishop Holgate's School, York

Required from: January 2027

Closing date: Monday 30 November, 8.00am

Interviews week commencing: 30 November

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

At Archbishop Holgate's School, we are committed to ensuring that every student - regardless of background or circumstance - can thrive within a culture of high expectations, care, and achievement.

We are looking for a passionate and encouraging Cover Supervisor with a positive approach, able to deliver lessons confidently across the whole school.

We believe that Archbishop Holgate's is 'no ordinary school' and is an excellent place to work, a view confirmed by excellent Ofsted and SIAMS inspections over the past two decades.

Our staff are friendly and supportive and our students are polite, hardworking and keen to succeed. As such, this post represents an exciting opportunity to join a very successful, high-achieving, forward looking and fully-subscribed Church of England comprehensive school.

Successful candidates will be fully supported to develop in the role, benefiting from bespoke CPD opportunities both at Archbishop's and as part of the Pathfinder Teaching School Hub. In addition, colleagues will benefit from being part of the Pathfinder Multi Academy Trust Career Pathway Programme, and through working with colleagues across other Trust schools, develop skills and share innovative teaching and learning practices.

Salary

Grade 8 (currently £30,390, this is the pro rata salary)

Contract

Full Time, Term Time Only
Fixed Term initially, January to August 2027
with possibility of a permanent role

Reports to

Deputy Headteacher

How to apply

Completed application forms should be posted or emailed to jsissons@ahs.pmat.academy.

Archbishop Holgate's School
Hull Road, York
YO10 5ZA
T: 01904 411341
W: www.archbishopholgates.academy

We reserve the right to close this vacancy early if we receive sufficient applications for the role.

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About our School

Archbishop Holgate's School

A Church of England Academy Founded 1546

"I have come that they may have live, and have it to the full."

- John 10:10

Archbishop Holgate's is a flourishing school signified by outstanding examination results, high-quality teaching and learning, and an inspiring curriculum, which are complemented by sporting and musical achievements and a wide, varied programme of extra -curricular opportunities. We are a school committed to ensuring that our students develop in all ways and at the heart of all we do is a commitment to 'Values, Care and Achievement':

*Christian **values** that underpin all we do*

*Outstanding pastoral **care** that sees each student as an individual*

*Maximum **achievement** for all students, at all levels*





Archbishop Holgate's celebrated some of its strongest GCSE and post-16 results in 2025 ranking it as the highest performing comprehensive school in North Yorkshire.



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About our School







Values, Care, Achievement

We have excellent students and a talented staff, colleagues who are committed to ensuring that the young people in our care achieve and succeed. Collectively, as a school community, we seek to nurture aspiration and promote excellence. We enrich our students in many different ways and when they leave Archbishop Holgate's they do so as well-rounded young people with the skills, qualities and relevant qualifications to help them shape their own futures and benefit the communities they belong to.

In 2026, the school was delighted to have achieved excellent SIAMS and Ofsted outcomes, building on its previous outstanding judgements over the last two decades.

At Key Stage 5, the Sixth Form has consistently performed in the top 5% of all Post 16 providers. The school also consistently performs significantly above the national averages for all groups of students at Key Stage 4. Over the past five years, the Progress 8 score has averaged almost +0.5 and over the same period disadvantaged students have, on average, performed as well as all students nationally.

Archbishop Holgate's regularly features within the top ten state schools in the north in the annual Sunday Times Parent Power Schools Guide.

"The Christian vision drives leaders' actions creating an aspirational and deeply inclusive culture. Through this, students and adults are known, loved and cherished as the unique individual they are. Consequently, they flourish."

SIAMS 2026

"The school values of 'justice, compassion, forgiveness and trust' are lived out by staff and pupils on a daily basis. Pupils and students achieve extremely well at the school. They are fully prepared for their next steps, both post-16 and post-18."

Ofsted 2026

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Job Description

Main purpose of job

To provide cover for absent teachers, carrying out the functions of the teacher in accordance with the stated aims and objectives of the school and of the absent teacher's department.

Core Responsibilities, Tasks and Duties

- Deliver lessons appropriate to the age and ability of the students so as to facilitate progression in students' learning; the plans and resources for these lessons to be provided by the Heads of Department (or relevant other).
- Manage the classroom and teaching equipment so as to create a positive learning environment which makes effective use of the available resources.
- Implement school policy with regard to registration, student absence, dress code and behaviour.
- Enforce school rules relating to Health and Safety.
- Provide advice and guidance to staff, students and others.
- Attend relevant meetings and carry out relevant administrative tasks.

In addition, Cover Supervisors are expected to carry out the following duties when providing cover for long term teacher absence:

- In consultation with Heads of Department (or relevant other) and in accordance with the schemes of work, plan, deliver and review lessons which are appropriate to the age and ability of the students, so as to facilitate progression in students' learning.
- When covering the absence of a Form Tutor, fulfil the duties and responsibilities defined in the Form Tutor's job description.
- Facilitate the general progress and wellbeing of any individual student within any group of students assigned to her/him, providing guidance and advice to students on educational and social matters.
- Contribute to appropriate extra-curricular provision.
- Provide classroom assistance and support for individual student needs if necessary.

Knowledge and Skills

- Experience of classroom management.
- An empathy with, and be fully supportive of, our school values and ethos.
- A love for working with and supporting young people.
- A positive and pro-active attitude to life and work.
- Good organisational skills, with the ability to prioritise tasks, and manage your own workload.
- Excellent communication skills, being able to competently deal with all of our stakeholders.
- Resilience and enthusiasm.
- A friendly, approachable demeanour with an adaptable and flexible outlook.
- Excellent time-keeping and a responsible, reliable and mature attitude towards work.
- Ability to operate relevant equipment/ICT packages (eg. Google, MS Office, Internet, SIMS, ClassCharts).
- Able to use admin and teaching supplies resourcefully.
- A willingness to learn and develop.

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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 6,600 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

- Acomb Primary School
- Applefields School York
- Archbishop Holgate's School – A Church of England Academy Founded 1546
- 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
- Hensall Community Primary School – Part of the White Rose Federation - One family, branching out together
- 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

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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.



PATHFINDER LEADERSHIP ACADEMY

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.

Pathfinder Teaching School Hub

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.

Pathfinder Education Partnership

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.