



Pathfinder

Multi Academy Trust

Providing an excellent education from age 2 to 19

Cover Teacher

Archbishop Holgate's School

Required as soon as possible

Closing Date: Monday 16 October, 8.00am

Interview Date: to be confirmed



Archbishop Holgate's School

A Church of England Academy Founded 1546

We are looking for a passionate and encouraging teacher 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 Ofsted in our recent inspection, "Staff are incredibly proud to work here."

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, a school judged Outstanding in all areas by both Ofsted and SIAMS.

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 Trust Career Pathway and through working with colleagues across other Trust schools to develop skills and share innovative teaching and learning experiences.

Job Title

Cover Teacher

Reports to

Deputy Head

Grade

M1—£28,000

Additional Information

Completed application forms should be posted or emailed to:

Head's PA
Archbishop Holgate's School
Hull Road
York YO10 5ZA
jsissons@ahs.pmat.academy

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 806000.





Archbishop Holgate's School...

"is an exceptional place for pupils to learn. The school's values of justice, compassion, forgiveness and trust are at the heart of every aspect of school life" (Ofsted, October 2021)

Archbishop Holgate's is a flourishing school signified by outstanding examination results, high quality teaching and learning, an inspiring curriculum 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

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's they do so as well rounded young people

with the skills, qualities and relevant qualifications to help them shape their own futures and also to benefit the communities they serve.

In November 2021 the school was delighted to once again be awarded outstanding judgements in all areas of the Ofsted Inspection.

Prior to the pandemic the school has consistently enjoyed some of the best results nationally at both GCSE and Post 16.

At KS5 the Sixth Form has, over the past decade, consistently performed in the top 10% of Post 16 providers. The last set of official data placed the school in the top 2% of Post 16 providers for student progress.

At KS4 the school consistently performs significantly above the national average for all groups of students. The last set of official data placed the school well above national average with a Progress 8 figure of +0.73 and +0.30 for disadvantaged students.

The school regularly features in the top ten of the Times 100 best schools. Outcomes for the Summer 2023 were extremely strong and we await formal confirmation.

Extracts from Ofsted report (October 2021):

"Leaders have established a culture of respect, dignity and inclusivity that allows every pupil to thrive."

"Pupils' behaviour is excellent. At all times, pupils are calm, orderly, and respectful."

"The school's personal development programme is comprehensive. Pupils experience a range of trips and visits to broaden their cultural horizons."

"The support provided for pupils with special educational needs and/or disabilities (SEND) is exceptionally strong."

"The Sixth Form curriculum is exceptionally strong."

"All staff feel valued. They refer to being part of a special community. Leaders proactively consider the workload and wellbeing of their staff."





Pathfinder

Multi Academy Trust

Pathfinder Multi Academy Trust

We are an inclusive partnership of church and community schools underpinned by a shared vision, common values and a commitment to providing an outstanding and holistic education to all the young people we serve.

Collaborate

As a family of schools, we work collaboratively to celebrate and nurture both the similarities and distinctiveness of each school's individual ethos and values.

Celebrate

We celebrate the uniqueness of all pupils, and through outstanding pastoral care, academic challenge and inspirational teaching we support each child to flourish and succeed.

Develop

We develop outstanding leadership at all levels that delivers maximum achievement whilst supporting and developing the vision and values that underpin all we do.

Thrive

We generate positive and challenging learning environments which allow staff to grow and thrive through excellent professional development.

Nurture

We nurture an ethos in which children learn by example and grow spiritually, morally and socially to understand the uniqueness and diversity of communities, faiths and cultures - locally, nationally and internationally.

Community

Partnering with the Church of England, other schools, educational institutions and the Pathfinder Teaching School to ensure we provide an outstanding education from pre-school to post 16.

“Your present circumstances don't determine where you can go; they merely determine where you start.”





Job Description

Role

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 Teachers 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

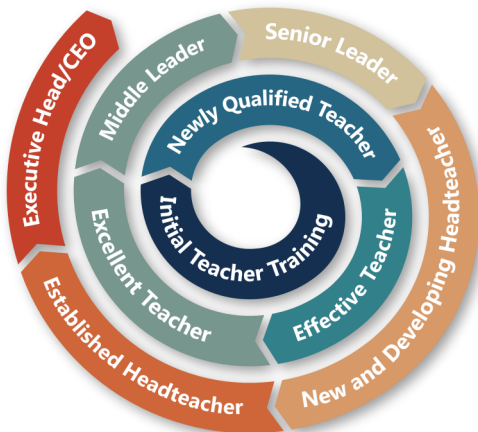
Knowledge and Skills

- Qualified Teacher Status
- 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



Benefits of working at Pathfinder

Career Pathways



Pathfinder is committed to the professional development of all staff and we have a bespoke programme for teaching and support staff to ensure we recruit, develop and retain the very best colleagues.

For our teaching staff we have a career pathways programme which starts with Initial Teacher Training and progresses through to Executive Head.

At Pathfinder we:

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

Key Commitments

The AHS Approach – A positive and purposeful school community

- Our school is a **community** where we **help** and **support** each other in line with our Christian Values of **Justice, Compassion, Forgiveness** and **Trust** and our commitment to 'Values, Care, Achievement'.
- We believe in the strength of a **positive** and **purposeful** school community, underpinned by **visible supportive leadership at all levels**.
- We work on the assumption of '**good intent**' and that '**mutual good will**' is key for a school to be successful over time. We **trust** that colleagues are striving to do their best, but those that need support are not afraid to ask and it will be provided in a **non-judgemental way**.
- We are **proud** of our record of **recruiting, retaining** and **developing our staff**. Our commitment to the **Career Pathway** and **Learning, Training** and **Development programmes** reflect our ongoing desire to help all our staff be the best they can.

The AHS Approach – Continued support for our staff

- Key to ensuring that this continues will be our ongoing consideration of:
 1. **Fair and reasonable workload**
 2. **High quality training and professional development**
 3. **The importance of staff wellbeing and a positive working environment**
 4. **Pay and rewards at least equivalent to national agreements for teachers and support staff**
- We are also fortunate to be part of the **Pathfinder Multi Academy Trust** and the benefits that being part of this bigger community brings.
- To ensure that we continue to build on all our achievements we have identified **ten key commitments** that we will continue to prioritise both as a school and as part of a Trust.



1. Community and Culture – Our school is a community, in which we provide help and support for one another, in line with our Christian Values.



2. High quality recruitment, retention and development – Our commitment to Career Pathways ensures that our staff team is always of the highest quality.



3. Supportive staff appraisal – Aspirational targets that foster the improvement and development of all our colleagues, across the school.



4. Streamlined data and report management – A sensible approach that avoids duplication and leads to meaningful improvements for students.



5. Marking that is manageable and meaningful – Time invested in marking and feedback should be proportional to the impact on student progress.



6. Prioritising high quality planning – Effective teaching and learning is underpinned by sensible, appropriate planning that is focused on the needs of all learners.



7. Developmental teaching and learning – We know that teaching time is like 'gold dust' and all staff need to be supported to deliver consistently good or better lessons.



8. Communication commitment – We strive to ensure that whole school communication is clear, timely, useful and manageable for all.



9. Wellbeing – A welcoming place to work – AHS is an inclusive school community, committed to equality and diversity and a place where staff are happy in their work.



10. Managing workload – We believe that time well spent is that which has the highest impact on raising standards, rejecting things that create unnecessary burden for little gain.



Pension Scheme

As an employee of Pathfinder MAT you are offered membership of either the Teachers' Pension Scheme; or for support staff, the Local Government Pension Scheme. As well as employee's paying contributions into the scheme (banded, based on earnings level) Pathfinder MAT also pays into the scheme on your behalf at the following rates (regardless of earnings):

Support Staff Pension Scheme

LGPS – Pathfinder MAT contributes an additional 20.5% of your salary.

Teachers' Pension Scheme

Pathfinder MAT contributes an additional 23.68% of your salary.

For more information please visit:

www.teacherspensions.co.uk www.nypf.org.uk

Cycle to Work Scheme

For staff who wish to purchase a bike for the purpose of travelling to work this can be done via Cyclescheme. You purchase the bike you want via the scheme and Pathfinder MAT pays the initial cost upfront and then you pay for it directly from your salary on a monthly basis (12 months is the usual duration). The deductions for the Cyclescheme are taken from your gross pay each month so your taxable pay is lower than it otherwise would be.

For more information visit www.cyclescheme.co.uk

Continuing Professional Development (CPD)

Pathfinder Multi Academy Trust is committed to the Professional Development of all staff and we have a bespoke Career Pathways Programme to ensure that we recruit, develop and retain the very best colleagues

Employee Assistance Programme



**Education
Support
Partnership**

Making sure everyone in Pathfinder Multi Academy Trust team gets the support they need whatever their worries, at home or at

work. The 24/7 confidential Employee Assistance Programme offers specialist counselling and information meaning everyone has support at any time.

What does it provide?

The Employee Assistance Programme is available 24 hour a day, 365 days a year, is completely confidential and provides support by telephone or online from specialist call handlers and counsellors who understand the demands of working in education. It provides:

- **Emotional support and counselling**
- **Specialist information on work-life balance**
- **Financial and legal information**
- **Management consultation to support those responsible for managing others**
- **Up to six sessions of face-to-face or telephone counselling**
- **Access to online Cognitive Behavioural Therapy (CBT)**
- **Information on local services such as elder care and childcare**

The Education Support Partnership experts assess each call individually and decide what the best course of action for each caller is, whether that be counselling, online CBT or signposting to additional services.

Education Support Partnership Grants

A confidential grants service to help you manage your financial and money worries to get you back on track when you are struggling. If you are working in or retired from the education sector and are suffering financial problems caused by unemployment, ill health, sudden life events, bereavement or a personal injury the Education Support Partnership may be able to help you.