

Pathfinder

Multi Academy Trust

Providing an excellent education from age 2 to 19

Deputy Headteacher

(Teaching, Learning and Student Progress)

Archbishop Holgate's School - York

Required from: September 2025

Closing date and shortlisting: Tuesday 20 May at 8.00am

Interview dates: Thursday 22 and Friday 23 May



Archbishop Holgate's School

A Church of England Academy Founded 1546

We have an exciting opportunity for an experienced senior leader to join our outstanding school, taking a leading role as a Deputy Headteacher responsible for teaching, learning and student progress.

The Deputy Headteacher will be the lead professional for teaching and learning ensuring that classroom practice across the school is consistently excellent, inclusive and forward-thinking. With a deep commitment to equity, achievement and ambition, you will work collaboratively with our staff to unlock potential and deliver life-changing education.

You will also benefit from being part of a dynamic and forward-thinking leadership team, who work collegiately to deliver the highest standards of excellence in all they do. Over time, the school prides itself on leadership development and preparation for future headship.

We believe that Archbishop Holgate's is 'no ordinary school' and is an excellent place to work, a view confirmed by Ofsted in our most 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 Multi Academy Trust Career Pathway Programme, and through working with colleagues across other Trust schools, develop skills and share innovative teaching and learning practices.

GRADE/SALARY

L18 - L22 (£75,675 - £83,464) Starting point negotiable dependent on skills and experience

CONTRACT

Full Time, permanent

REPORTS TO

Headteacher

HOW TO APPLY

To apply, please complete an application form and include a two-sided letter outlining your experience and vision for the role. Applications should be emailed to:

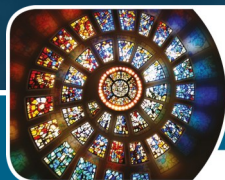
Ross Laird

Email: rlaird@academicis.co.uk

ADDITIONAL INFORMATION

For more information or to arrange a conversation, school visit or online meeting about this role, please contact Ross Laird on 07901 585959 or email rlaird@academicis.co.uk.

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 conducted on all shortlisted candidates. These checks are carried out in accordance with Keeping Children Safe in Education (KCSIE) guidance to determine suitability to work with children and young people and keep them safe.



About our School

'I have come that they may have life, 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, 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 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 also to benefit the communities they serve.

In 2021, the school was delighted to once again be awarded outstanding judgements in all areas of the Ofsted inspection. Over the last decade, Archbishop Holgate's has consistently enjoyed some of the best results nationally at both GCSE and Post 16.

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.





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About our School



Extracts from the 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."





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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 6,200 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



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



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



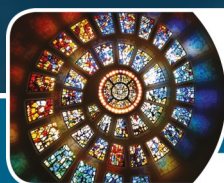
St Lawrence's
CHURCH OF ENGLAND PRIMARY SCHOOL



Tang Hall
Primary School



Welburn
COMMUNITY PRIMARY SCHOOL



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Job Description

Key Responsibilities

Strategic Leadership and Vision

- Support the Headteacher in realising and embedding the school's vision and strategic direction.
- Lead the development of a Teaching and Learning culture grounded in research, excellence, and inclusivity.
- Shape and deliver the Teaching & Learning elements of the School Development Plan.
- Support the Curriculum Deputy, to maintain an ambitious and inclusive curriculum to improve outcomes for all students.
- Set, communicate, and model the highest standards of professional practice and student achievement.
- Harness the expertise of the Teaching School Hub, as a centre of excellence, to further enhance the schools continuous professional development programme and leadership growth.
- Ensure the school remains at the forefront of educational innovation, including the strategic application of AI in education.

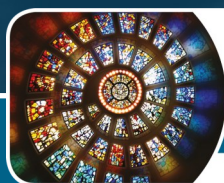
Overall strategic responsibility for student progress across KS3 and KS4

This will include:

- Using internal/external assessment data to monitor progress across KS3 and KS4 and coordinate effective intervention at all levels.
- Working with the Assistant Headteacher for KS4, ensure Year 11 student progress, is monitored and reviewed weekly.
- Specific line management of all EBacc subjects to include weekly meetings with Maths and English and fortnightly meetings with RE, Geography, History, MFL and ICT. Meetings to include discussions centred on ; curriculum, achievement, development and staff CPD/support.
- With these departments an oversight of all planning, documentation, reporting and target setting. Specific examples include; exam data analysis, teaching and learning QA, book trawls, support producing departmental documentation, which reflects curriculum development, innovation and self-evaluation.
- Implement bespoke departmental support plans as necessary, to improve teaching and learning.

Overall strategic responsibility for teaching, learning and progress across school

- Development of innovative teaching and learning across school that:
 - maximises student progress.
 - develops student skills for the demands of both examinations and the world of work.
 - enthuses a passion and love of learning.
- Ensure a consistent approach to teaching and learning across school with the aspiration of all lessons being good or better, through the AHS Principals of Learning.
- Lead on the development of pedagogy, assessment, and curriculum delivery.
- Lead on the coaching, mentoring and development of staff at all career stages, including through the line management of the Teaching and Learning team, to embed a culture of professional dialogue, reflection, and continuous improvement.
- Monitor and evaluate the impact of teaching through robust QA processes (lesson visits, student voice, work scrutiny, data analysis).
- Design and oversee the CPD strategy to meet whole-school and individual development priorities.



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Job Description

Key Responsibilities

Overall strategic responsibility for teaching, learning and progress across school (*continued...*)

- Oversee the implementation of the whole school Intervention and Revision programme from Years 7-13.
- Oversee the whole school implementation and QA of the AHS Reading strategy, to include: reading for pleasure, reading interventions for the bottom 20% and a consistent approach to reading in classroom practice.
- Lead on all aspects of marking, feedback and homework across school.
- Lead on middle leader support and development.

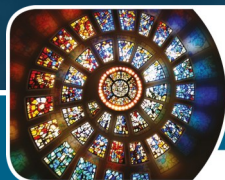
Overall strategic responsibility for the planning, development and support of the whole school teaching and learning priorities for the next academic year

This will include:

- Developing a strategic Raising Achievement Plan that makes best use of the Teaching and Learning team in school, but utilises external expertise to play a part in driving forward teaching and learning.
- Monitoring and evaluating the impact of the Raising Achievement Plan through robust QA.
- Identifying and developing key areas of focus in terms of teaching and learning which will include meeting the needs of all learners, technology in the classroom and the continued embedding of the AHS Learning Plan.

Overall accountability and impact

- Lead on all aspects of self-evaluation (SEF), reporting, and Ofsted preparation related to teaching and learning.
- Lead on the implementation of the whole school appraisal process for both teaching and support staff.
- Ensure statutory compliance and oversight of all teaching-related policies.
- Monitor and report on teaching standards across subjects, leading subject area reviews and improvement planning.
- Coordinate and respond to DfE communications relevant to pedagogy, curriculum, and assessment.
- Supporting the delivery of the Pastoral quality assurance programme.
- Supporting the Headteacher in planning for Ofsted and SIAMS.
- Deputise for the Headteacher as required and contribute to the holiday emergency cover rota.
- Carry out other SLT responsibilities as requested.



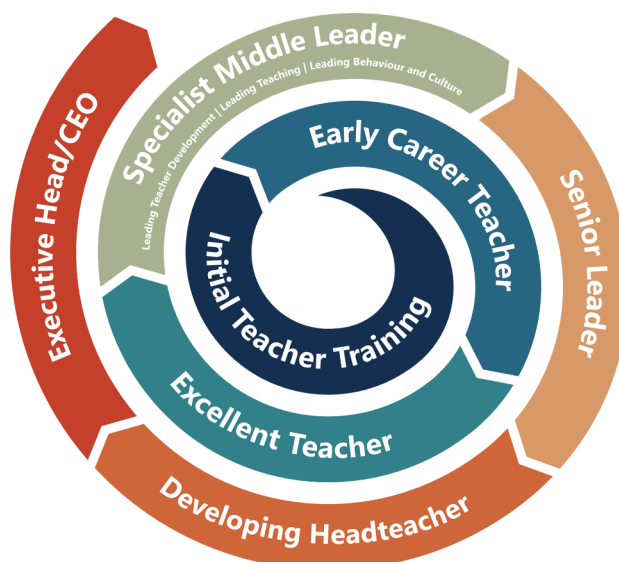
Professional Development

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/CEO. 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 training.
- offer access to skilled leaders and mentors.
- give staff opportunities for development from Initial Teacher Training to senior management.



Support Staff

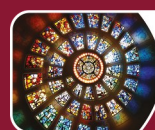
The support staff in our schools benefit from our Learning, Training and Development programme which aims to ensure that all staff are equipped with the necessary skills, qualifications and resources to fulfil their roles to the highest standard. At Pathfinder, our support staff will:

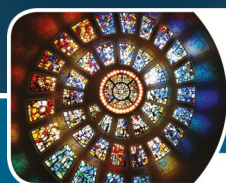
- be confident in fulfilling all aspects of their role to the highest level.
- act as a source of support, advice and guidance to their colleagues.
- identify any training and development needs for themselves and staff they manage.
- be given support and advice to develop their skills to progress to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



Pathfinder Teaching School Hub

Staff in our schools are able to benefit from the wide range of training and development opportunities delivered through the Pathfinder Teaching School Hub, based at Archbishop Holgate's School. As well as providing the full suite on National Professional Qualifications, the Hub and its key partners deliver a wealth of training and development opportunities for teachers at every stage of their career across our urban, rural and coastal school communities.





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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 20.4% 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.