



Pathfinder

Multi Academy Trust

Providing an excellent education from age 2 to 19

Early Years Phase Leader

Hempland Primary School

Required from: September 2026

Closing date: Friday 15 May at 9am

Interview date: Tuesday 19 May 2026

Hempland Primary School is looking for an inspirational Early Years practitioner to lead the EYFS unit which includes 2 Reception classes totalling 60 places. The successful applicant will be a leader with a proven track record of transforming teaching and learning.

They will have the desire, determination and commitment to lead the phase to achieve consistently excellent practice which will enable all of our young learners to thrive and succeed.

The position is class based (with dedicated leadership release and PPA time) and so offers an excellent opportunity to showcase the best practice, inspiring the team around you. We are looking for your leadership to take the phase even further forward in meeting the needs of our community.

We are looking for an EYFS leader who is / can:

- Inspire, motivate and challenge our children through innovative teaching;
- Committed to their own development, as a leader, along with the commitment to want to work alongside others to positively impact upon others performance;
- An outstanding classroom practitioner, who will model and develop best practice, coaching and motivating a committed team of staff;
- Excellent inter-personal skills;
- Experience of working with vulnerable learners with a range of complex individual and also collective needs.

We can offer you:

- Well motivated colleagues who are keen to continue to move the phase forward;
- Excellent CPD and opportunities to further your own teaching and leadership skills;
- Enthusiastic children who are proud to attend the school;
- An established and supportive Senior Leadership Teams.
- Supportive parents and an active and committed governing body.

The successful candidate will have a clear, focused vision to take the early years phase forward and the practical skills and abilities to turn that vision into a reality. You will have excellent people skills and work collaboratively with the school's leadership team and colleagues across the academy trust.



Hempland
Primary School

School

Hempland Primary School

Role

Early Years Phase Leader

Reports to

The Headteacher and Local Governing Committee

Grade

MPS - UPS TLR 2a

Full Time, Permanent.

Additional Information

We are offering tours of the school on the following dates: Thursday 7 May, Friday 8 May, Monday 11 May (pm) and Tuesday 12 May (pm)

Please make an appointment by contacting Michelle Burdett, School Business Manager on 01904 806506 or email mburdett@hempland.pmat.academy

Completed application forms should be posted or emailed to:

Headteacher

Hempland Primary School

Whitby Avenue

York

YO31 1ET

Email: mburdett@hempland.pmat.academy

Pathfinder Multi Academy Trust is an equal opportunities employer, committed to safeguarding and promoting the welfare of children. Enhanced DBS check required.



Hempland Primary School



Hempland Primary School has served the local community for 50 years, educating children up to the age of 11, initially as an infant and a junior school before amalgamating in 1999 to become Hempland Primary School. In 2016 we became part of Pathfinder Multi Academy Trust and a strategic partner of the Pathfinder Teaching School Alliance. This has enabled us to have much greater flexibility in provision for our children, ensuring that all decisions are made with our children and their needs at heart.



Our school is situated on the east side of York, set in impressive semi-rural surroundings. Our attractive building is set in its own spacious grounds consisting of large playing fields, with established trees and gardens, an outside pavilion classroom, adventure play areas and two playgrounds. We have invested heavily in technology and every teaching area has an interactive whiteboard with access to iPads and Chromebooks to enable both small groups and whole classes to work together using the latest technologies to enrich their learning and build IT skills.

The achievement of all throughout the school is a high priority and is accomplished through a focused whole team approach to ongoing school development. We take great pride in regarding ourselves as a welcoming and friendly school where everyone works together and aims for the very highest standards in all that we do.



Our Hempland family is committed to a wholly inclusive approach to education and believe all children have the right to high quality resources. We benefit from an on-site Local Authority central resource provision to support the teaching and learning of Deaf and Hearing Impaired children across York. This team supports us in promoting inclusivity and helps us to form positive relationships.



Pathfinder

Multi Academy Trust

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





Job Description

Main Purpose of Job

Working as a member of the SLT Team to lead the EYFS Reception classes.

Core Responsibilities, Tasks and Duties

- Support the policies, ethos and vision of the school and actively promote high levels of achievement in the Early Years stage.
- Contribute to the leadership management of the school.
- Formulate and promote the aims and objectives of the Early Years stage.
- Seek and implement areas for school improvement and the development of staff with regards to Early Years.
- Evaluate the effectiveness of the provision in Early Years in close collaboration with the senior leadership team.
- Lead the Early Years' team in the planning and delivery of a creative and stimulating curriculum.
- Ensure the curriculum supports a range of learning styles and develops children's independence.
- Take responsibility for high quality teaching provision throughout the Early Years stage.
- Ensure curricular policy development is focused on continuous improvement.
- Ensure all Early Years pupils are able to learn and achieve to the best of their various abilities.
- Ensure the requirements for the Early Years stage, including the arrangement of assessment, are met.
- Monitor the progress of pupils and report evaluated data to the Head Teacher.
- Work in partnership with the leadership team to monitor the success of the teaching of the curriculum and manage areas for improvement.
- Organise opportunities for pupils in the Early Years stage which are appropriate to the curriculum.
- Share and model outstanding practice.

Supervision/Management of People

- Work with the senior leadership team to ensure the successful implementation of school policies and procedures.
- Establish and maintain positive working relationships with all members of staff.
- Provide support and guidance for members of the Early Years team.
- Lead all training and development activities and evaluate the outcomes.
- Organise and manage the day-to-day running of Early Years teaching, including efficient use of teaching resources.
- Plan and lead Early Years meetings and ensure effective communication with staff.
- Support the senior leadership team in the performance management of staff in the Early Years department.
- Assist the senior leadership team in the review and evaluation of Early Years policies and procedures.
- Support and lead the induction process for new members of staff.
- Lead the school through external accreditations, in particular the Early Years quality mark.
- Stimulate colleagues and pupils alike, by creating a supportive, challenging and positive environment.
- Manage own professional development by attending training opportunities such as in-service training.
- Keep up-to-date with current thinking and progression in Early Years.



Job Description

Contacts and Relationships

- Develop and maintain effective relationships with parents, colleagues, the governing body and the local community.
- Develop and maintain links with the LA advisory and support services.
- Develop and maintain links with the Pathfinder Early Years network.
- Actively communicate with the local community for opportunities to extend the curriculum and enhance teaching and learning in Early Years.
- Ensure parents are well-informed about the curriculum as well as their child's progress and targets.
- Provide necessary information to the governing body to ensure it meets its responsibilities.
- Communicate any local and national changes to members of Early Years staff.
- Liaise with other colleagues to ensure a smooth transition for all pupils from Early Years to key stage 1.

Knowledge and Skills

- In-depth knowledge and understanding of the national curriculum and EYFS statutory framework.
- In-depth knowledge of current legislation and the application of such in schools.
- An ability to take a lead role in innovative curricular development.
- An understanding of curriculum and pedagogical issues in relation to EYFS.
- Creative and stimulating teaching strategies which engage and motivate pupils.
- Knowledge of the principles of good practice relating to staff supervision.
- An ability to identify problem areas and suggest appropriate measures for improvement.
- An ability to analyse, understand, interpret and respond to school performance data.
- An understanding of professional development opportunities for EYFS.
- A clear understanding of how to monitor staff performance and communicate this to a senior leadership team.
- An ability to maintain consistently high standards and ensure quality of teaching.
- An ability to promote and sustain high standards for pupils.
- A wide knowledge of educational terminology.
- A clear understanding of child development and how this contributes to teaching strategies and learning styles.



Person Specification

	Essential	Desirable
Qualifications		
QTS	✓	
Educated to A-level or above, including a minimum of GCSE (or equivalent) grade C in maths and English.	✓	
NPQEL.		✓
Paediatric First Aid Training.		✓
Experience		
At least two years of classroom leadership and management experience, in an EYFS environment.		✓
Demonstrable experience of monitoring and evaluating teaching.	✓	
Experience monitoring and recording pupils' academic development.	✓	
Experience working alongside a senior leadership team to develop the quality of teaching and learning within a school.		✓
Personal Qualities		
A current enhanced Disclosure and Barring Service barred list check.	✓	
Excellent communication skills, both written and verbal.	✓	
Demonstrable leadership qualities, e.g. assertiveness, confidence, etc.	✓	
An ability to establish and maintain professional working relationships	✓	
An ability to manage and prioritise a demanding workload, and that of others, if necessary.	✓	
An ability to manage change as a member of the senior leadership team.	✓	
A high level of accuracy and attention to detail.	✓	
Excellent time management skills and organisation.	✓	
An ability to model good practice and engage in self-reflection.	✓	
An ability to think strategically and manage problems.	✓	



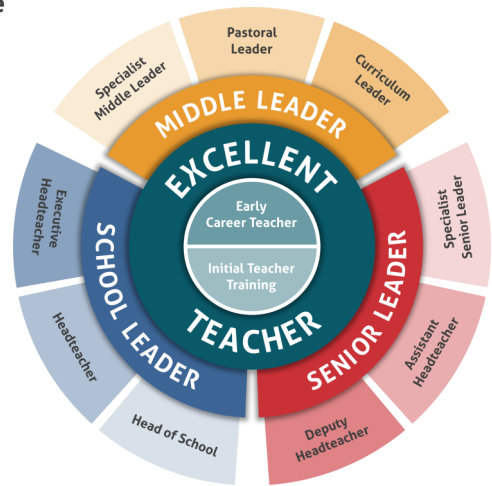
Professional Development

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.



Pathfinder

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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.