



Pathfinder

Multi Academy Trust

*Providing an excellent education from age 2 to 19*

# Head of Geography (TLR2b)

## Archbishop Holgate's School

Required from: September 2026

Closing date: Wednesday 20 May , 8.00am

Interview date: Friday 22 May



**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 an enthusiastic and committed teacher to lead all aspects of Geography within our hugely successful and passionate department. The successful candidate's key priority will be to work alongside a committed team of staff to ensure that student achievement across the Key Stages remains exceptional. Central to this is leading staff within the department to foster an environment within which teaching and learning, resources and staff expertise are of the highest possible standard.

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 / TLR

Mainscale / UPS  
TLR2b (currently £5,872)  
Full Time, Permanent

### Reports to

Deputy Head: Achievement

### How to apply

Completed application forms should be posted or emailed to [jsissons@ahs.pmat.academy](mailto:jsissons@ahs.pmat.academy).

Archbishop Holgate's School  
Hull Road, York  
YO10 5ZA

T: 01904 411341

W: [www.archbishopholgates.academy](http://www.archbishopholgates.academy)

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

## Come and see us

If you would like an informal discussion about the role or to arrange a visit to see the school, please contact Jacqui Sissons, Headteacher's PA, on **01904 411341** to make an appointment.





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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



## Job Description

### Main Purpose of Job

We are looking for an enthusiastic and committed teacher to lead all aspects of Geography within our hugely successful and passionate department. The successful candidate's key priority will be to work alongside a committed team of staff to ensure that student achievement across the Key Stages remains exceptional. Central to this is leading and guiding staff working and, in so doing, fostering an environment within which teaching and learning, resources and staff expertise are of the highest possible standard.

### Strategic Direction

- Develop and implement policies and practices for the GCSE and A Level Geography which reflect the school's commitment to high achievement and are consistent with national and school strategies and policies, including implementation of relevant teaching programmes for examination courses.
- Continually review the programmes of study for KS3, KS4 and KS5 to ensure that they remain coherently planned and structured, innovative and engaging.
- Monitor the progress made in achieving subject plans and targets, and evaluate the effects on learning and teaching, reviewing procedures regularly.
- Deliver compulsory AQA fieldwork requirements for KS5 (4 days; currently - London, Hornsea, York and Liverpool) and KS4 (2 days; Maybeck river and Leeds city centre).
- Plan and implement KS5 fieldwork as per AQA outline.
- Continue to refine the vision and curriculum mapping of the Geography department as student numbers increase.
- Evaluate outcomes from formal assessments in order to implement changes as required.

### Learning and Teaching

- Foster a culture of continuous improvement and development, placing pupil progress at the centre of all teaching approaches.
- Develop a strategic plan for subject-specific CPD that engages all subject staff and leads to tangible developments in teaching and learning.
- Implement systems for recording individual pupil's progress in line with school policy.
- Ensure schemes of work are developed and are appropriate to ensure that all pupils are able to make good progress, relative to their starting points.
- Evaluate the quality of teaching and standards of achievement, setting targets for improvement and monitoring progress towards these targets.

### Leading and Managing Staff

- Use performance management to help develop a successful, well qualified and inspirational department.
- Plan, delegate and evaluate work carried out by members of the Geography department.
- Create, maintain and enhance effective relationships.

### Resource Management

- Secure and allocate resources to support effective learning and teaching within the subject area.
- Monitor and control the use of resources.

### Knowledge and Skills

- School improvement and effectiveness strategies including the process of school self-evaluation.
- Principles of curriculum design and planning.
- How to support, challenge and inspire staff and pupils in Geography.
- Delivering coursework.
- Teaching A Level Geography.
- Planning and implementing fieldwork.



# Pathfinder

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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





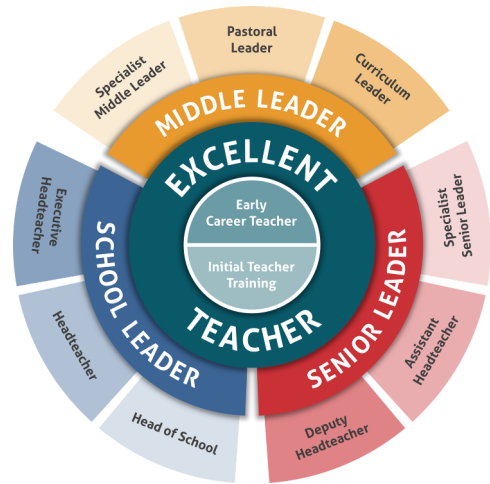
# Professional Development

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.