



Pathfinder

Multi Academy Trust

*Providing an excellent education from age 2 to 19*

# Head of Geography (TLR2b)

## Archbishop Holgate's School

Required from September 2024

Closing Date: Monday 29 April, midday

Interview Date: Friday 3 May



**Archbishop Holgate's School**

A Church of England Academy Founded 1546

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 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

Head of Geography

### Reports to

Deputy Head

### Grade

Main Scale/UPS + TLR2b

### 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](mailto: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."***





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# Pathfinder Multi Academy Trust

*Providing an excellent education from 2 to 19*



**Setting the course**



**Leading the way**



**Serving and inspiring**

Formed in August 2016, Pathfinder is a well-established multi academy trust serving more than 5,000 children and their families across York. The 13 schools in our Trust enjoy a close working partnership based on a shared vision to provide an excellent education to all the young people in our care. Pathfinder has a proven track record of working together for the benefit of all our schools, helping them to achieve strong

educational outcomes, successful Ofsted judgements and supporting the wider development of children and young people. We value the uniqueness and diversity of each school and the contributions they make to the Trust as a whole. As well as being a part of Pathfinder, we want schools to maintain and develop their own identities and to celebrate what makes them unique.

## Pathfinder Multi Academy Trust schools



ACOMB PRIMARY SCHOOL



Archbishop Holgate's School

A Church of England Academy Founded 1546



Badger Hill  
PRIMARY SCHOOL



Hempland  
Primary School



Heworth  
Church of England Primary School



Huntington  
PRIMARY ACADEMY



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

## Delivering key services to our schools

Our operations team provide a comprehensive support service, enabling schools to focus on delivering the best education possible to their students.



# 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

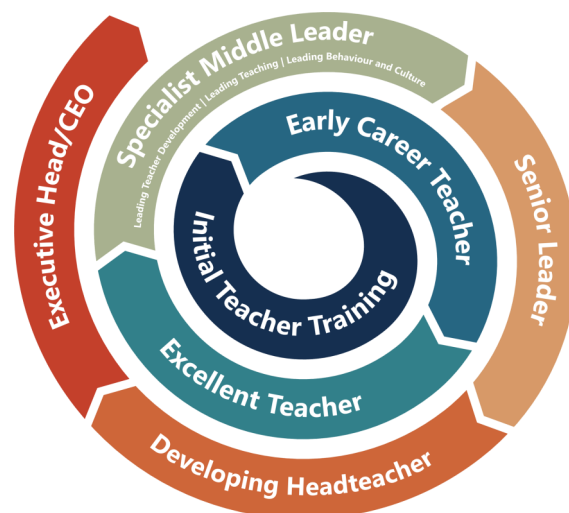
# Staff development

We are committed to the professional development of all our staff and have created a bespoke career pathways programme to ensure we recruit, develop and retain the very best colleagues.

## Career Pathways

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 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.



## Learning, Training and Development

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.
- have an understanding of how their role fits into the wider organisation.
- 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 guaranteed an interview for roles within the Trust in they fulfil the job criteria.
- be given support and advice to develop their skills to progress to posts at the next level.





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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.

## 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, including discounts from major retailers as part of the lifestyle savings benefit and the option to spread the cost of purchasing items straight from your salary through the home and electronics and cycle to work benefits.



### Lifestyle savings

Save on everyday essentials, enjoy money off at the movies and browse frequently updated deals across retail, food, shopping, travel, family essentials, dining out, leisure activities and much more. The lifestyle savings benefits include:

- Frequently updated discounts from the UK's leading retailers
- Updates to offers and discounts sent directly to your email
- New offers, brands, retailers and discounts added on a weekly basis

### Home and electronics

Spread the cost of purchasing a range of tech, homeware and essential appliances from Currys, John Lewis and more with payments taken automatically from your salary. The home and electronic benefits include:

- An alternative to expensive credit cards and pay day loans with no deposit or credit check required
- Spread the cost of essential items via fixed monthly salary reductions
- Access a huge range of products for the home and garden including the latest tech products
- Fast home delivery within days of authorisation

### Cycle to work

Save up to 42% on the latest bikes, high-vis clothing and safety accessories for your commute to and from work. The cycle to work benefits include:

- Staying fit, healthy and focused
- Avoid expensive petrol, parking and public transport costs
- A huge range of tax free bikes and safety equipment from one convenient location
- Spread the cost throughout the year with manageable reductions direct from your salary

## 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.



## Pension Scheme

As an employee of Pathfinder Multi Academy Trust 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 also pays into the scheme on your behalf at the following rates (regardless of earnings):

### Support Staff Pension Scheme

Pathfinder contributes an additional 20.5% of your salary

### Teachers' Pension Scheme

Pathfinder contributes an additional 23.68% of your salary

## 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
- Specialist information on work-life balance
- Financial and legal advice
- 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

## Discounted bus travel

As part of the First Bus Commuter Travel Club, Pathfinder staff benefit from discounts on work and leisure travel using First Bus services. The benefits of the Commuter Travel Club include:



- Savings on discounted monthly bus tickets
- Unlimited bus travel within your chosen zone
- Mobile tickets delivered straight to the free First Bus App
- Automatic monthly ticket renewal
- Spread the cost of annual travel
- Price frozen for 12 months