



Pathfinder

Multi Academy Trust

Providing an excellent education from age 2 to 19

Head of School

Welburn Community Primary School

Required for September 2026

Closing date: Thursday 14 May at 8.00am

Interview date: W/C Monday 18 May



Welburn Community Primary School has an exciting opportunity for an ambitious and talented classroom practitioner, with leadership experience, ready to take their first step into a headship role.

We are seeking a passionate and driven teacher who will help build on the school's many strengths and play a key role in shaping its future. Working collaboratively with the Executive Headteacher, the Head of School will support the continued growth of the school, ensuring it continues to thrive.

Welburn is an idyllic and welcoming village school, situated within the Castle Howard Estate in the beautiful Howardian Hills of North Yorkshire. The school is at the heart of the community, fostering strong relationships with local residents, services and charities. Our extensive outdoor environment provides rich opportunities for learning and the development of a creative and bespoke curriculum.

Our pupils are a true strength of the school. They are well behaved, enthusiastic and eager to learn, and they achieve excellent academic outcomes. Staff work within a nurturing and support environment where every child is encouraged to succeed.

The role offers a unique and supportive pathway into headship. The successful candidate will benefit from the guidance of an experienced Executive Headteacher and Trust Leader, as well as being able to access high-quality professional development through Pathfinder Multi Academy Trust and its Teaching School Hub.

Above all, we are looking for a leader who is approachable, positive and enthusiastic, with the vision and commitment to help lead the school on the next stage of its journey.

Job Title

Head of School

Reports to

Executive Headteacher and the school's Local Governing Committee

Salary Grade

L3 - L7 (Dependent on skills and experience)
Full time, permanent position

Additional Information

Completed application forms should be emailed to the Trust at recruitment@pmat.academy.

Welburn Community Primary School

Main Street, Welburn,
York, North Yorkshire
YO60 7DX

Come and see us

Visits to the school are warmly encouraged. We would love the opportunity for prospective applicants to experience first-hand our special setting, and meet our wonderful pupils and dedicated staff.

Call us on **01653 618301**
to make an appointment.





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About our School



Welburn
COMMUNITY PRIMARY SCHOOL

At Welburn, we pride ourselves on offering a warm, nurturing environment where every child is known, valued and supported to thrive. Our small size means we can provide highly personalised learning, helping each child to grow in confidence, develop a love of learning and reach their full potential.

Whilst small, we are mighty! We work in close partnership with Malton Secondary, who are able to offer us a wealth of support, not least through their Sports Partnership. We are also proud to be part of the Pathfinder Multi Academy Trust family of schools.

Welburn is a truly exceptional setting, sitting within the Castle Howard estate. Our extensive grounds are a particular highlight and form an integral part of school life. From Forest School, to our allotments and wildlife pond, our children benefit from opportunities to explore and connect with the natural world.

We are a school rooted in strong values, community spirit and high aspirations. We work closely with parents and carers to ensure that each child feels happy, safe and inspired every day.

"The positive and nurturing relationships that pupils develop with adults are at the heart of all that happens in this small and welcoming school."

- Ofsted 2024





Job Description

We are looking for

- A classroom teacher able to demonstrate excellent standards and outcomes.
- A leader with high expectations of excellence and strong communication skills, who will inspire and develop the staff team with an open, supportive approach.
- A leader who understands and wants to continue the special ethos that runs throughout the school.
- A leader who is enthused by teaching and can manage the role of Head of School with a regular part-time teaching position.
- A leader able to work with the Executive Headteacher to manage daily operations, school routines and the school environment.

We can offer

- A happy and caring community in a supportive Multi Academy Trust.
- Highly committed and passionate governing body, staff and families.
- Happy, well-behaved and thoughtful children who enjoy challenging learning.
- Executive Headteacher oversight to provide support and development.
- Considerable support from our Multi Academy Trust for personal and professional development.

Key responsibilities

- **Operation Leadership:** Manage daily operations, school routines, and the school environment.
- **Teaching and Learning:** Ensure high-quality curriculum delivery, monitor pupil outcomes, and improve standards.
- **Staff Management:** Support the Executive Headteacher to recruit, mentor, and performance-manage staff, including implementing Continual Professional Development.
- **Strategic Planning:** Support the Executive Headteacher to develop and implement school improvement plans in line with organisational vision.
- **Partnerships and Communication:** Build positive relationships with parents, the governing body and local community.
- **Resources and Compliance:** Support the Executive Headteacher to manage school budgets, staffing resources, and ensure health and safety compliance.

Key skills and qualifications

- **Leadership Experience:** Proven experience in senior educational leadership, typically as a phase or subject lead or assistant headteacher.
- **Qualified Teacher Status:** Deep understanding of pedagogy, curriculum development, and quality assessment.
- **Communication Skills:** Strong verbal and written communication for stakeholder engagement.
- **Strategic Thinking:** Ability to interpret data to inform decisions and drive improvement.
- **Management Ability:** Skilled in performance management, coaching, and motivating staff.



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About our Trust

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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





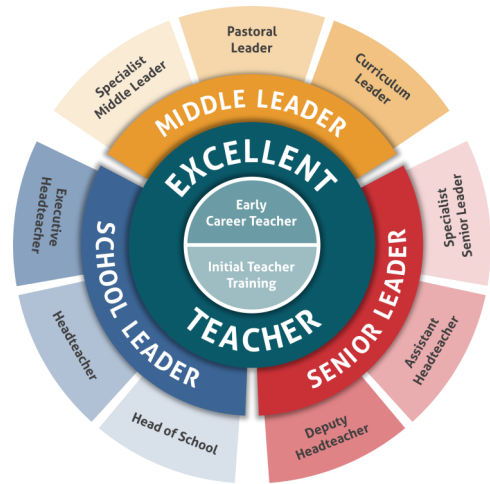
Professional Development

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.



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.