



Pathfinder

Multi Academy Trust

Providing an excellent education from age 2 to 19

Headteacher

Archbishop Holgate's School

Required from: 1 September 2023

Closing date: Monday 20 March 2023 at 8.00am

Interview dates: Monday 27 and Tuesday 28 March 2023

An exciting and rare opportunity has arisen to become the new Headteacher of one of the most successful and high performing schools in the country.

"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 report \(October 2021\)](#)

We are looking for an inspirational Headteacher who will further develop our school's significant strengths, ensuring that Archbishop Holgate's continues to be an outstanding school that serves and inspires the entire school community. Our school has an excellent track record for high quality teaching and learning; an inclusive and inspiring curriculum; a wide variety of extra-curricular opportunities and outstanding GCSE and Post 16 examination results. The school is currently judged outstanding in all areas by both Ofsted and SIAMS.

You will be an experienced school leader who will:

- Lead and model the vision, values and Christian distinctiveness that underpins all aspects of school life.
- Continually strive for excellence in all areas whilst understanding the importance of school community.
- Work as part of an established team of outstanding school leaders to ensure high standards in all areas.
- Embrace the ongoing support of the CEO in terms of the strategic development of the school.
- Understand the importance of being an excellent classroom practitioner and a highly visible presence each day.
- Have the ambition and determination to work in partnership, ensuring that Archbishop Holgate's maintains its outstanding reputation throughout the local and wider community.

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.

The successful candidate will benefit from advice, guidance and mentoring from the Trust's CEO during their first year in post as they familiarise themselves with the school and wider academy trust. This role is ideal for an external colleague, looking to take their next step in Headship.



Archbishop Holgate's School

A Church of England Academy Founded 1546

Job Title

Headteacher

Reports to

The school's Local Governing Committee and the CEO of Pathfinder Multi Academy Trust

Grade

L33 - L43 (range depending on experience)

Additional Information

We are offering tours of the school on the morning of Friday 3 March, Monday 6 March and Friday 10 March. If you would like to attend, please make an appointment by contacting the CEO's PA, Jacqui Sissons, on 01904 411341 or email jssissons@ahs.pmat.academy

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

Mr A Daly, Chief Executive Officer
Pathfinder Multi Academy Trust
Archbishop Holgate's School
Hull Road
York YO10 5ZA

Email: recruitment@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.



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'I have come that they may have life, and have it to the full.'

John 10:10



Archbishop Holgate's School

A Church of England Academy Founded 1546

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.

Prior to the pandemic the school has consistently enjoyed some of the best results nationally at both GCSE and Post 16.

At Key Stage 5, the Sixth Form has over the past decade consistently performed in the top 10% of Post 16 providers.

At Key Stage 4, the school consistently performs significantly above the national averages for all groups of students. The school has a long standing trend of outstanding Progress 8 scores which are among the best nationally and have been the strongest locally for four consecutive years. The 2022 Progress 8 score was +0.73 and +0.3 for disadvantaged students.

The school regularly features within the top ten of the Times 100 best schools.

Extracts from the 2021 Ofsted report:

"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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Values, Care, Achievement



JUSTICE



COMPASSION



FORGIVENESS



TRUST

Our school values of Justice, Compassion, Forgiveness and Trust have been embedded across the school community and are 'lived into being' by students and staff. They permeate all areas of school life and represent a shared vision across the entire school community.

10 Commitments to staff

Our 10 commitments to staff ensure that we have a positive and purposeful school community where we help and support each other in line with our Christian values and underpinned by visible and supportive leadership at all levels.



1. Community and Culture



2. High quality recruitment, retention and development



3. Supportive staff appraisal



4. Streamlined data and report management



5. Marking that is manageable and meaningful



6. Prioritising high quality planning



7. Developmental teaching and learning



8. Communication commitment



9. Wellbeing – A welcoming place to work



10. Managing workload

Outstanding Facilities

Students at Archbishop Holgate's benefit from excellent teaching and learning within high-quality facilities. The school has received significant investment over recent years which has included a new Maths block, library and resource centre and inclusion unit. As well as having modern Sixth Form and English blocks, extensive sporting facilities, including an indoor swimming pool, sports hall, gymnasium and large playing fields and specialist facilities for Art, Design Technology, Drama, Media and Music.

[Click here](#) to take a 360° virtual tour of the school.



Pathfinder Teaching School Hub



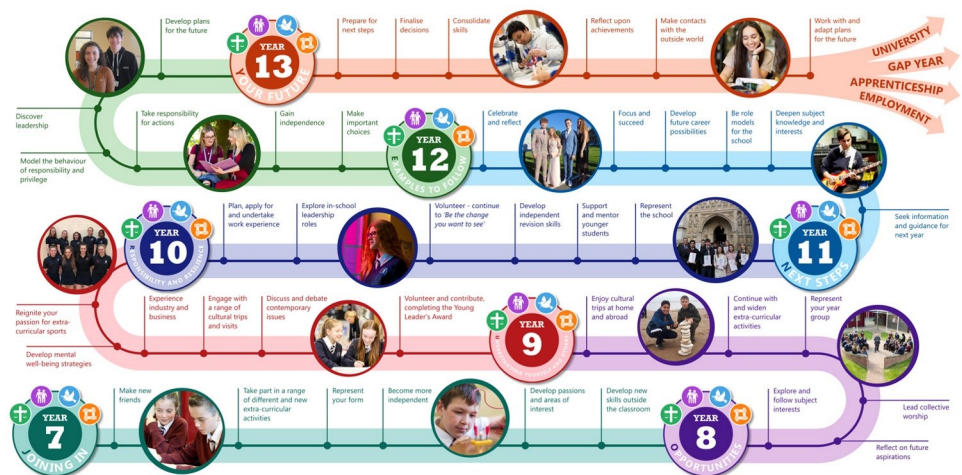
In February 2021, Archbishop Holgate's was selected as one of the government's new prestigious Teaching School Hubs, a national network of 87 school-led centres of excellence for teacher and leadership training and development. Working in partnership across the Ryedale, Scarborough and York region, the Pathfinder Teaching School Hub, provides high-quality training and continuous professional development for teachers at every stage of their career.

Visit the [Teaching School Hub website](#) for more information.

AHS Journey

The AHS Journey ensures every student's personal development is at the centre of everything we do. As they progress through school, all students benefit from a wide range of cultural and enrichment opportunities both within the classroom and through the extra-curricular life of our school.

Visit the [AHS Journey page](#) on our website for more information on the extensive range of opportunities available to our students.



'Your present circumstances don't determine where you can go; they merely determine where you start.'



Diocese of York

York Diocesan Board of Education supports 123 Church of England schools and academies in the area from the Humber to the Tees. We have a dedicated team of professionals who offer a wide range of expertise and can help schools access further assistance.



The Education team aims to:

- Be available as a 'one-stop shop' for pastoral and professional support;
- Work with a range of agencies to promote school improvement;
- Promote excellence and Christian distinctiveness;
- Provide and facilitate professional development and governor training;
- Help schools and academies network, collaborate together and share best practice;
- Offer a Total Property Management scheme in association with DBE Services Ltd;
- Guide schools on matters concerning trusts;
- Work with schools exploring academy conversion;
- Involvement in recruitment processes for new Headteachers/Heads of School;
- Support Headteacher appraisal;
- Represent Church of England education to the wider church community and more widely to the public;
- Maintain contact with the local authorities and the Regional Directors at the DfE.

The Rt Revd Paul Ferguson, Bishop of Whitby and Chair of the Diocesan Board of Education, said:



"Our schools and academies are a vital part of the mission of the Church of England in the Diocese of York. Staff and governors are strongly committed to their communities, and in many cases the influence of church schools can only be described as transformative.

We strive to offer our young people the very best in every aspect of education, including encouraging them to mature spiritually and to understand how faith informs good relationships and responsible citizenship. We aim for our schools to be places where the love of God in Christ is truly reflected.

If these aims and values resonate with you, we hope that you will consider applying to come to Archbishop Holgate's School to lead our school into the next phase of its life."

Andrew Smith, Diocesan Director of Education, said:



"As a diocese, we are here to help celebrate and strengthen the Christian ethos in our schools. We understand that each school is unique and our aim is to get to know our schools on an individual basis in order to foster the local parish and community links as far as possible.

As such, our Education Team offers a range of support to our Headteachers from both a school distinctiveness and effectiveness point of view, as well as providing a range of training and development opportunities for staff and governors to access over the course of each year. In a rapidly changing educational landscape, we are more and more involved in wider school development, particularly as schools change from one school status to another.

I do hope that you feel able to apply for the position of Headteacher and we would look forward to welcoming you as part of our diocesan family here in the Diocese of York."



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Job Description

Overview

The Headteacher will be responsible for providing the leadership and management of Archbishop Holgate's, in line with the vision, values and Christian distinctiveness of the school.

This role represents an exciting opportunity to lead one of the most successful secondary schools in the country. The successful candidate will report to the school's Local Governing Committee and CEO of the Trust and benefit from the extensive support provided by Pathfinder's highly effective central operations team. The school is currently in an extremely strong position academically, has sound finances moving forward, as well as an excellent reputation in both the local and wider community. We are now ready to develop our next set of plans to continue to move the school forward and integral to this will be the new Headteacher.

The successful candidate will develop ambitious school-based plans that ensure all students benefit from an excellent all-round education. Central to this will be:

- An ongoing commitment to the school's values and Christian distinctiveness
- Ensuring consistently excellent teaching and learning across the school
- Further develop an ambitious curriculum that promotes a love of learning
- Embedding the AHS Journey and opportunities for extra-curricular enrichment
- Promoting high standards of behaviour and personal development in all students

As a result of this all students, regardless of background or ability, will fulfil their academic potential and be fully prepared for their appropriate next steps.

Duties and Responsibilities

Purpose

- Maintain and promote the vision, values and Christian distinctiveness of the school.
- Set the school's priorities and strategic direction together with the Local Governing Committee and Trust Board and communicate these clearly and effectively to the school community.
- Be responsible for day-to-day leadership and management, overseeing systems, processes and policies to ensure all aspects of the school operate effectively.
- Identify problems and barriers to the school's effectiveness and develop strategies for school improvement.
- Monitor progress towards achieving the school's strategic priorities and make sure school improvement objectives are implemented effectively.
- Allocate financial resources appropriately, efficiently and effectively.
- Ensure the school is fully prepared for all forms of external evaluation including Ofsted and SIAMS.

Qualities

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct.
- Build positive and respectful relationships across the school community.
- Serve in the best interests of the school's staff, students and families.

Culture and behaviour

- Maintain and develop a culture where students experience a positive and enriching school life.
- Uphold ambitious educational standards in order to prepare students from all backgrounds and abilities for their next phase of education and life after school.
- Encourage high standards of behaviour from students, built on established rules and routines that are understood by all students and clearly demonstrated by all adults in school.
- Implement strategies which promote high standards of behaviour, attendance and punctuality and foster an environment where learning can thrive.
- Ensure a culture of staff professionalism.



Teaching, curriculum and assessment

- Ensure high-quality teaching and learning is maintained across all subject areas and strategic planning supports the highest possible outcomes for students.
- Lead curriculum development and innovation, ensuring that statutory requirements for the National Curriculum are met and that all students are able to access a broad, balanced and creative curriculum that is ambitious and inspiring.
- Ensure that a system for monitoring and developing the quality of teaching and learning is in place, identifying and supporting any areas of weakness and highlighting best practice across school.
- Ensure a planned cycle of assessment, monitoring and evaluation across school, including an effective system for assessing, recording and reporting of students' progress towards targets and outcomes.
- Ensure that the wider school curriculum promotes equality, respect and diversity and provides all students with opportunities to grow and develop as individuals.

Additional and special educational needs and disabilities (SEND)

- Promote a culture which has high expectations for students with SEND and enables them to access the curriculum.
- Ensure all disadvantaged and SEND students make optimal progress even where there are barriers to learning.
- Ensure the school works effectively with parents, carers and relevant professionals to identify additional needs and provide support and adaptation where appropriate.

Managing the school

- Ensure all school policies and procedures (especially those for safeguarding, child protection and health and safety) take account of national and local circumstances, are followed by staff and students and are reviewed and updated regularly.
- Be a regular presence around the school, leading assemblies, acts of collective worship, parents' evenings, open evening and other whole school events.
- Communicate key messages and updates to staff on the operational and strategic direction of the school through the daily staff bulletin, staff meetings and training days.
- Manage the school's delegated budget in line with the school's financial procedures, improvement plan and strategic vision to ensure value for money.
- Work to ensure the effective ongoing development of the school site and that resources and facilities enhance the learning experience for students and fulfil the school's commitment to sustainability.
- Ensure effective and regular communication with parents and carers through the school's weekly newsletter, parent bulletin, website and social media accounts.
- Ensure trust-wide policies and procedures are implemented effectively within the school.

Professional development

- Develop and strengthen leadership across the school. Lead and manage senior leaders, ensuring a professional culture that promotes courtesy and mutual respect among all staff in the school community.
- Effectively complete the requirements for performance management of staff, providing support and challenge to ensure a culture of high expectations whilst effectively dealing with underperformance.
- Work proactively to support the retention and development of staff, encouraging initiative and partnership working.
- Focus on the staff community and wellbeing to ensure the school remains an attractive and positive place to work.

Governance, accountability and working in partnership

- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all of its statutory duties.
- Understand and welcome the role of effective governance at school and trust level and ensure governors and trustees are fully informed about the educational and financial performance of the school through regular reporting and attendance at Local Governing Committee meetings.
- Contribute to the continued development of the multi academy trust as part of the Headteachers' Group and through working collaboratively with the Trust's Executive Team and Operations Team.
- Be accountable for student achievement and progress and the overall performance and reputation of the school.
- Liaise as necessary with other key partners including the York Schools and Academies Board (YSAB), York Secondary Heads' Group and those linked with the Pathfinder Teaching School Hub.



Person Specification

| | Essential | Desirable |
|---|-----------|-----------|
| Education, qualifications and training | | |
| • Qualified Teacher Status (QTS) | ✓ | |
| • Degree or equivalent qualification | ✓ | |
| • Evidence of professional development relevant to the post | ✓ | |
| • National Professional Qualification in Headship (NPQH) | | ✓ |
| Experience and knowledge | | |
| • Successful senior leadership and management experience in an 11 to 16/18 secondary school. | ✓ | |
| • At least three years Headship experience. | | ✓ |
| • Experience of effective school development planning and a track record of delivering outcomes and monitoring impact. | ✓ | |
| • Experience of managing budgets in accordance with a curriculum-led financial plan. | ✓ | |
| • Knowledge of current national and local welfare and safeguarding legislation, practices and procedures. | ✓ | |
| • Knowledge and understanding of responsibilities related to Keeping Children Safe in Education, Working Together to Safeguard Children and other relevant legislation. | ✓ | |
| • Experience of managing and developing staff; including holding them to account in accordance with a performance management system. | ✓ | |
| Professional skills and abilities | | |
| • An outstanding school leader with a proven track record of school improvement, monitoring, evaluating and reviewing on an ongoing basis. | ✓ | |
| • Evidence of being an outstanding classroom teacher with a commitment to both academic progress and the personal development of students. | ✓ | |
| • Ability to communicate effectively with staff, students, parents, governors and the local community. | ✓ | |
| • Evidence of being an effective decision maker with good judgement on when to modify and when to maintain a position. | ✓ | |
| • Excellent time management, organisational and delegation skills and ability to manage a diverse workload. | ✓ | |
| • Ability to work in collaboration with other schools, fellow professionals and external organisations to improve outcomes for all children. | ✓ | |
| Personal qualities | | |
| • A highly visible leader, open and approachable to all with the ability to forge positive links with the whole school community. | ✓ | |
| • Demonstrate and articulate a clear Christian vision, values and moral purpose, firmly rooted in the Christian faith and respecting diversity and difference. | ✓ | |
| • Be a practising Christian. | | ✓ |
| • Demonstrate a confident leadership style with the ability to build and nurture effective teams. | ✓ | |
| • Provide every student and member of staff in school with the opportunities and support they need to thrive. | ✓ | |



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Benefits of working at Pathfinder

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 employees 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

LGPS – Pathfinder MAT contributes an additional 20.5% of your salary.

Teachers' Pension Scheme

Pathfinder MAT contributes an additional 23.68% of your salary.

For more information please visit:

www.teacherspensions.co.uk www.nypf.org.uk

Cycle to Work Scheme

For staff who wish to purchase a bike for the purpose of travelling to work this can be done via Cyclescheme. You purchase the bike you want via the scheme and Pathfinder pays the initial cost upfront and then you pay for it directly from your salary on a monthly basis (12 months is the usual duration). The deductions for the Cyclescheme are taken from your gross pay each month so your taxable pay is lower than it otherwise would be.

For more information visit www.cyclescheme.co.uk

Career Pathways

There is a Career Pathways programme in place for teachers at AHS, which starts with Initial Teacher Training (i.e. the recruit strand of our mission) and supports colleagues through their development from Early Career Teachers to becoming Excellent teachers. There are also bespoke pathways for Middle Leaders in Behaviour and Culture, Leading Teaching or Teacher Development as well as routes into Senior Leadership and Headship.

We seek to:

- 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

Our aim is to recruit the best teachers and then retain them by ensuring we support them to develop by providing high quality CPD opportunities. Training is provided in-house, via visiting speakers and through the Pathfinder Teaching School Hub, as well as external courses that are relevant to the needs of individual members of staff. Opportunities to observe and shadow colleagues are also encouraged.



Employee Assistance Programme

Making sure every member of staff at Pathfinder is able to access support, whatever their worries, at home or at work is a key priority for the Trust.

The Employee Assistance Programme is available 24 hours a day, 365 days a year and is a completely free and confidential service providing support by telephone or online from specialist call handlers and counsellors who understand the demands of working in education. The service provides:

- Emotional support and counselling
- Specialist information on work-life balance
- Financial and legal information
- 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
- Information on local services such as elder care and childcare

The Education Support Partnership experts assess each call individually and decide what the best course of action for each caller is, whether that be counselling, online CBT or signposting to additional services.

