



Pathfinder

Multi Academy Trust

Providing an excellent education from age 2 to 19

Headteacher

New Earswick Primary School

Required from: 1 September 2023

Closing date: 3 February 2023 at 9.00am

Interview dates: Wednesday 8 and Thursday 9 February 2023



New Earswick Primary School

An exciting opportunity has arisen to become the new Headteacher of one of the most improved schools in the country and to be part of the leadership team of a well respected and high achieving York based Academy Trust.

Read the school's latest [Ofsted report \(January 2022\)](#)

New Earswick Primary School is a popular, well regarded and high achieving city village school with 220 pupils on roll from age 2-11 years. We have fantastic pupils, a hardworking and dedicated staff team and a supportive local community which makes our school an amazing place to work and learn. Our current Headteacher is moving into a new role within the Trust at the end of the academic year and the school is looking for its next inspirational leader for September 2023. This is an exciting opportunity to build on the excellent foundations in place and continue to develop the school on its new journey. The successful candidate will receive ongoing mentoring from the CEO throughout their first year.

- *Are you an outstanding school leader with a proven track record and determination to lead school improvement?*
- *Do you have the skills, knowledge and experience to guide and inspire staff and children to reach their fullest potential?*
- *Are you committed to playing an active role in the ongoing development of our thriving Multi Academy Trust?*

We are looking for an exceptional and committed leader with a proven track record in educational leadership to share our ambition and strategic vision for the school. Your energy and enthusiasm, both inside the classroom and across school, will inspire, challenge, and empower all members of the school in achieving our vision. We want the best for all our pupils so we are looking for an inspirational leader to continue the successes achieved in this exceptional school.

School

New Earswick Primary School

Job Title

Headteacher

Reports to

Chief Executive Officer of the Trust
School's Local Governing Committee

Grade

L12 - L21 (Dependent on experience)

Additional Information

We are offering tours of the school on Monday 30 January 2023 from 8.00am to 12.30pm. If you would like to attend, please make an appointment by contacting the CEO's PA, Jacqui Sissons, on 01904 411341 or email jsissons@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.



Pathfinder

Multi Academy Trust



New Earswick Primary School

New Earswick's aim of nurturing a love of learning balanced with the basic skills to succeed in life are supported by the school's vision and values; we want all our pupils to have the best, to do their best and to be the best that they can be. At New Earswick, we believe that learning should be a seamless combination of basic skills and hands-on learning.

We value giving back to others and our children can often be found working with others in school or in the community. We love to share our learning experiences and use Immersion Days, Twitter, Facebook and our school Newsletter to update our school community.

Our school is a safe and welcoming place to learn. Every thought has gone into the classroom and communal spaces so that our rooms 'work as hard as the teachers' and so that our environment promotes a sense of being part of something special.

We have a 'No excuses' policy to learning and believe that every child deserves the best opportunity to achieve. As our motto says, we want our children to, 'Have the best, the do the best, to be the best that they can be.'

Our School Ethos

To have the best, to do our best, to be the best that we can be by being:

- Responsible
- Resilient
- Ready
- Reflective

So that every child and adult approach the school day with tenacity and an open mind.

Judged Good with Outstanding Leadership & Management and Early Years Provision - Ofsted 2022



Curriculum Vision

We plan opportunities for children to be **BRAVER**, **STRONGER** and **SMARTER** by being:

- open-minded
- courageous
- positive
- inquisitive
- individual





Pathfinder

Multi Academy Trust

Pathfinder Multi Academy Trust

We are an inclusive partnership of church and community schools underpinned by a shared vision, common values and a commitment to providing an outstanding and holistic education to all the young people we serve.

Collaborate

As a family of schools, we work collaboratively to celebrate and nurture both the similarities and distinctiveness of each school's individual ethos and values.

Celebrate

We celebrate the uniqueness of all pupils, and through outstanding pastoral care, academic challenge and inspirational teaching we support each child to flourish and succeed.

Develop

We develop outstanding leadership at all levels that delivers maximum achievement whilst supporting and developing the vision and values that underpin all we do.

Thrive

We generate positive and challenging learning environments which allow staff to grow and thrive through excellent professional development.

Nurture

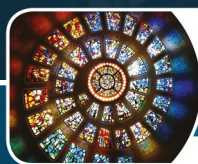
We nurture an ethos in which children learn by example and grow spiritually, morally and socially to understand the uniqueness and diversity of communities, faiths and cultures - locally, nationally and internationally.

Community

Partnering with the Church of England, other schools, educational institutions and the Pathfinder Teaching School to ensure we provide an outstanding education from pre-school to post 16.

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





Job Description

Job Purpose

To provide professional leadership and management of the school, its pupils, staff and premises, which will ensure and promote a secure foundation from which to achieve excellent outcomes in all areas of the school's work.

Statutory Requirements

The post holder will carry out the duties of a Headteacher as set out in the current edition of the School Teachers' Pay and Conditions document and will meet, in full, the National Standards for Headteachers. In addition to the expectations set out in the four domains of the National Standards of Excellence for Headteachers, the post-holder should also undertake the duties specified in the remainder of this job description.

Main Duties and Responsibilities

1. Work with the Local Governing Committee and other key stakeholders, including those in the wider Multi Academy Trust, to deliver an outstanding, safe and supportive environment to maximise the opportunity and potential for every single student.
2. Demonstrate and articulate high expectations for the whole school community, to ensure the school vision and values are clearly shared, understood and lived by all.
3. Promote and safeguard the welfare and wellbeing of all children and young people within the school by ensuring that the school's policies, procedures and routine practices relating to safeguarding children and child protection are implemented fully and followed by all staff.
4. Formulate a vision for continuous school improvement within a clear school development plan and lead staff and Governors in reviewing and evaluating the effectiveness of the plan.
5. Embed and maintain a consistent and continuous focus on high standards of teaching and learning using data and benchmarking to monitor progress in every child's learning and development, leading by example in the provision of excellent teaching.
6. Promote and model excellent teaching, focusing on promoting high expectations of all pupils, ensuring a consistent school-wide focus on pupils' achievement and attainment.
7. Lead and manage all staff effectively and efficiently to achieve the school's educational goals and priorities; monitoring, evaluating and reviewing on an ongoing basis.
8. Ensure that effective evaluation, assessment and performance management systems in school engage the whole school community in continuous improvement.
9. Foster and model a highly inclusive, caring and positive ethos across the whole school community, and lead by example, demonstrating the school's vision and values in everyday work and practice.
10. Ensure inclusive learning is at the centre of strategic planning and resource management.
11. Ensure that staff, pupils, parents and others feel able to raise concerns and that these are addressed sensitively and effectively.



Job Description

Main Duties and Responsibilities

12. Provide strategic vision to ensure that all projects relating to the redevelopment/remodelling of the school's site and facilities are on track to deliver the best outcomes for the school and its community.
13. Take a strategic role in the development of new and emerging technologies in maintaining a broad, balanced, challenging and engaging curriculum and its delivery to extend and enhance the learning experience of pupils and the wider school community; actively engaging with other schools to build effective learning communities aligned with appropriate pedagogical strategies.
14. Ensure resources are allocated appropriately to allow all staff to discharge their responsibilities fully.
15. Set appropriate priorities for expenditure within a balanced budget, allocating funds and ensuring effective financial and administrative control.
16. Manage and organise the school site and its environment effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
17. Collaborate effectively with schools and other Headteachers within the Multi Academy Trust to develop and achieve wider Trust goals.
18. Lead the school through rigorous self-evaluation, including quality assurance and performance management at all levels.
19. Other duties and expectations as agreed with the Trust's Chief Executive Officer and/or the school's Local Governing Committee.
20. Engage the whole school community (pupils, parents, staff and governors) proactively through effective and modern communication methods.



Person Specification

	Essential	Desirable
Education and Qualifications		
Qualified Teacher Status	✓	
Degree or equivalent qualification	✓	
Evidence of further professional development relevant to the post	✓	
NPQH		✓
SENDCo Qualification		✓
Experience and Knowledge		
Recent and substantial experience as a Headteacher/Deputy Headteacher/Assistant Headteacher within the primary phase	✓	
Experience of leading curriculum areas and initiatives	✓	
Experience of teaching in two or more primary schools		✓
Experience of effective school development planning and a track record of delivering outcomes and monitoring for impact	✓	
Knowledge of current national and local welfare and safeguarding legislation, practices and procedures	✓	
Experience of managing budgets in accordance with a curriculum-led financial plan	✓	
Knowledge and understanding of responsibilities related to Keeping Children Safe in Education	✓	
Experience of managing and developing staff; including holding them to account in accordance with a performance management system	✓	
Experience of involvement in strategies to develop collaborative work with other schools		✓
Experience of developing a creative curriculum	✓	
SEND leadership experience		✓
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 you are an outstanding classroom teacher with a commitment to both academic progress and the personal development of pupils	✓	



Person Specification

	Essential	Desirable
Communicate effectively with staff, parents, governors, pupils and community members	✓	
Demonstrate strong presentation skills with the ability to engage others and to listen	✓	
Evidence they you are an effective decision maker with good judgement on when to modify and when to maintain a position	✓	
Demonstrate excellent time management, organisational and delegation skills and ability to manage workloads	✓	
Use assessment to monitor and evaluate learning outcomes for all pupils	✓	
Identify appropriate professional development for staff and yourself	✓	
Identify the components of and oversee and monitor the delivery of a broad and balanced curriculum	✓	
Demonstrate an enthusiastic and collaborative approach with distributive leadership	✓	
Evidence financial competence/budget management skills	✓	
Evidence excellent understanding of the primary curriculum and assessment across all key stages including Foundation Stage	✓	
Demonstrate the creative use of ICT across the curriculum and as a communication and management tool	✓	
Work in collaboration with other schools, fellow professionals and external organisations to improve outcomes for all children	✓	
Drive improvement and challenge underperformance	✓	
Personal Qualities		
Be a highly visible leader, open and approachable to all	✓	
Be self-motivated and able to motivate others	✓	
Be able to forge strong links with parents, carers and the whole community	✓	
Demonstrate a confident leadership style with the ability to build and nurture effective teams	✓	
Demonstrate commitment and resilience	✓	
Provide every child and every adult in school the opportunities and support they need to thrive	✓	



Pathfinder

Multi Academy Trust

Benefits of working at Pathfinder

Pension Scheme

As an employee of Pathfinder MAT 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 MAT 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 MAT 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

Continuing Professional Development (CPD)

Pathfinder Multi Academy Trust is committed to the Professional Development of all staff and we have a bespoke Career Pathways Programme to ensure that we recruit, develop and retain the very best colleagues

Employee Assistance Programme



Education
Support
Partnership

Making sure everyone in Pathfinder Multi Academy Trust team gets the support they need whatever their worries, at home or at

work. The 24/7 confidential Employee Assistance Programme offers specialist counselling and information meaning everyone has support at any time.

What does it provide?

The Employee Assistance Programme is available 24 hour a day, 365 days a year, is completely confidential and provides support by telephone or online from specialist call handlers and counsellors who understand the demands of working in education. It 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 (CBT)
- 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.

Education Support Partnership Grants

A confidential grants service to help you manage your financial and money worries to get you back on track when you are struggling. If you are working in or retired from the education sector and are suffering financial problems caused by unemployment, ill health, sudden life events, bereavement or a personal injury the Education Support Partnership may be able to help you.