



Pathfinder

Multi Academy Trust

*Providing an excellent education from age 2 to 19*

# Key Stage 2 Class Teacher (Required from September 2026)

## Badger Hill Primary School

Closing date: Sunday 19th April 2026 at 5pm

Interview date: To be confirmed



## Badger Hill

PRIMARY SCHOOL

Badger Hill Primary School are looking to appoint a dynamic and motivated classroom practitioner to teach in our Key Stage 2 phase.

### We are looking for a teacher who:

- has the highest aspirations for all children and young people.
- collaborates with colleagues to develop and inform best practice.
- has excellent teaching and learning skills and the willingness to engage in their own CPD
- embraces innovation positively and with enthusiasm.
- contributes to the wider life of the school through extra-curricular activities.
- works well in a team and engages with training and research to impact on best practice.

### We can offer:

- Enthusiastic, engaged children and a committed and caring governing body.
- A modern and spacious working environment where staff work collaboratively as part of a creative team.
- Excellent opportunities for professional development within school and across our Trust.

Potential candidates are encouraged to arrange to visit the school at either of the following times:

Monday 13th April at 4pm

Wednesday 15th April at 9:30am

### School

Badger Hill Primary School  
Crossways, Badger Hill  
York YO10 5JF  
T: 01904 806480

E: [office@badgerhill.pmat.academy](mailto:office@badgerhill.pmat.academy)  
W: [www.badgerhillprimaryschool.co.uk](http://www.badgerhillprimaryschool.co.uk)

### Job Title

Teacher. Full time  
Fixed term to 31/08/2027.

### Reports to

Headteacher

### Pay Scale

Main scale M1-M3. ECT's welcome to apply

### Additional Information

Completed application forms should be emailed to [office@badgerhill.pmat.academy](mailto:office@badgerhill.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 require any further information regarding these checks please contact 01904 806480



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# Badger Hill Primary School



We are a diverse and vibrant school whose key aim is to offer the best education possible for all those that attend our school. As part of this commitment we offer every child a happy, safe and stimulating environment where they will be nurtured, valued and encouraged to reach their full potential.

Working closely with governors, staff and parents we strive to ensure that all children learn through a creative and exciting curriculum with our mission statement 'together we will grow'.

Pupil's outcomes and achievements are key to the successful growth of the school. Children's needs are central to all we do and we stand at the heart of the community. We offer a child-centred approach to learning for all at Badger Hill helping them to be driven by ambition. We have no ceiling on our achievements - we aim high.



We are proud of Badger Hill and all our school has to offer. We embrace our uniqueness and celebrate Badger Hill at every opportunity. As part of Pathfinder Multi Academy Trust we thrive and grow amongst our family schools sharing and learning from good practice across the Trust.



# Badger Hill Primary School

## Class Teacher—Job Specification

	Essential	Desirable
<b>Education and Qualifications</b>		
Qualified Teacher Status	✓	
Evidence of commitment to further professional development	✓	
<b>Experience</b>		
Experience of teaching in KS2	X	
Excellent practitioner	✓	
Use of range of approaches to teaching and learning to meet the needs of all learners	✓	
Working successfully as part of a team	✓	
Work with parents/carers	✓	
<b>Knowledge &amp; Understanding</b>		
Understanding of current research into teaching and learning	✓	
Knowledge of how to provide effectively for the individual needs of all pupils, including SEND.	✓	
An understanding on inclusion and effective use of adaptive teaching strategies	x	
Monitoring, assessment and recording of pupils progress	✓	
Knowledge of safeguarding	✓	
Experience of working with other agencies to support the development/progress of all children		✓
Desire to work collaboratively across the Pathfinder MAT		
	Essential	Desirable
<b>Skills</b>		
Creates an effective learning environment which is happy and provides challenge for all	✓	
Use effective strategies to develop pupil motivation and engagement	✓	
Leads support staff effectively to maximise pupil progress	✓	
Demonstrates commitment to raising pupil outcomes	✓	
Communicates effectively with a range of audiences	✓	
Use IT skills and knowledge to support learning	✓	



# Pathfinder

Multi Academy Trust

## 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 6,800 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



**Archbishop Holgate's School**  
A Church of England Academy Founded 1546



**Applefields School**  
York



**Badger Hill**  
PRIMARY SCHOOL



**Barlow CE Primary School**  
Part of the White Rose Federation - One family, branching out together



**Burton Salmon CP School**  
Part of the White Rose Federation - One family, branching out together



**Chapel Haddlesey CE School**  
Part of the White Rose Federation - One family, branching out together



**Clifton with Rawcliffe**



**Hempland**  
Primary School



**Heworth**  
Church of England Primary School



**Huntington**  
PRIMARY ACADEMY



**Malton School**  
A Specialist Science School



**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



**Welburn**  
COMMUNITY PRIMARY SCHOOL



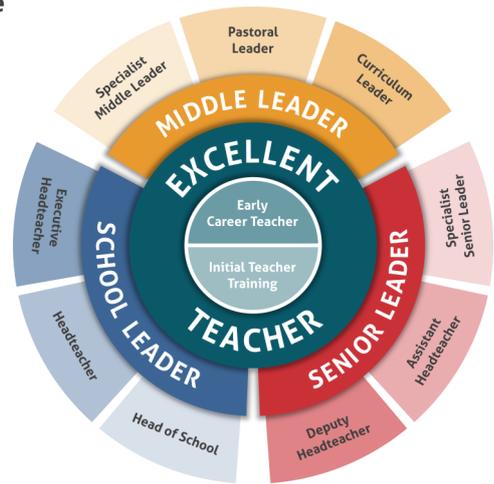
# Professional Development

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.