



Pathfinder

Multi Academy Trust

Providing an excellent education from age 2 to 19

Pastoral Practitioner

Pathfinder Multi Academy Trust - York

Preferred start date: 1 September 2025

Closing date: Monday 14 July at 8.00am

Interview date: W/C Monday 14 July

We have an exciting opportunity to join our Trust as a Pastoral Practitioner working across a small number of our schools to provide high-quality pastoral care.

Formed in August 2016, Pathfinder is a well-established Multi Academy Trust comprising two secondary schools and 16 primary schools across York and North Yorkshire. Collectively, our schools serve more than 6,600 children and young people and we have over 900 members of staff.

The Trust is currently undergoing a period of growth with four new schools having joined during this academic year alone. We are also looking forward to Applefields School joining Pathfinder in September 2025 and are in talks with several primary schools who are interested in becoming part of the Trust.

As a part of the Trust's Inclusion Strategy, the Pastoral Practitioner will work in a small number of schools and with school leaders, staff, families, and external agencies to create a safe, inclusive, and supportive environment that promotes the social, emotional, and academic development of all students.

We are looking for someone with proven experience in a pastoral or student support leadership role, preferably within a multi-school setting and relevant qualifications in education, social work, counselling, or a related field.

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 conducted on all shortlisted candidates. These checks are carried out in accordance with Keeping Children Safe in Education (KCSIE) guidance to determine suitability to work with children and young people and keep them safe.

GRADE/SALARY

Grade 8, Level 1-4: £34,301 - £37,439
Actual salary: £30,804 - £33,623

CONTRACT

Full Time, permanent (Possibility of working part time may be considered for the right candidate)
Term time only plus two weeks during school holidays

REPORTS TO

Director of Operations and School Improvement

LOCATION

This role involves travel between schools within the Trust; a valid driver's license and access to a vehicle are preferred.

The majority of Pathfinder schools are in or close to York. Travel between schools for work purposes is covered by the Trust's vehicle insurance policy.

HOW TO APPLY

To apply for this role, please submit a completed application form via post or email to:

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

Email: recruitment@pmat.academy

ADDITIONAL INFORMATION

For an informal discussion about this role, please contact 01904 806000 or email info@pmat.academy



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 6,200 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



ACOMB PRIMARY SCHOOL



Archbishop Holgate's School

A Church of England Academy Founded 1546



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



Job Description

Main purpose of job

To work as part of the Trust's Inclusion Strategy to provide high-quality pastoral care within the Trust's schools. The Pastoral Practitioner will initially work in a small number of schools and with school leaders, staff, families, and external agencies to create a safe, inclusive, and supportive environment that promotes the social, emotional, and academic development of all students. It is envisaged that the successful candidate may work across a variety of settings on the successful completion of the first term.

Core responsibilities, tasks and duties

Key responsibilities

- Implement pastoral care policies and procedures.
- Act as support for school staff on pastoral matters, ensuring consistency and best practice across schools.
- Support pastoral teams/pastoral staff in school, including liaising with Designated Safeguarding Leads and Senior Leadership Teams.

Student support and wellbeing

- Support students with pastoral needs, including emotional, social, behavioural, and mental health challenges under the direction of the Inclusion Lead and School leaders.
- Coordinate interventions and targeted support for vulnerable students and liaise with external agencies (e.g. social services, CAMHS, youth services).
- Promote student attendance, punctuality, coordinating the host school's attendance drive and focus to improve attendance to a positive position against National and similar schools.
- Support the Trust to manage behaviour on a day to day basis including initiatives to promote positive school cultures, anti-bullying, inclusion, and student voice.

Safeguarding and compliance

- Ensure attendance and behaviour policies and practice adhere to the Trust's safeguarding standards including those of KCSIE and Working Together To Improve School Attendance.

Staff development and training

- Through leading by example, provide on the job training, mentoring, and support for staff teams when dealing with challenge, parental engagement, mental health issues, behaviour management, and wellbeing.

Knowledge and experience

- Proven experience in a pastoral or student support leadership role, preferably within a multi-school setting.
- Relevant qualifications in education, social work, counselling, or a related field.
- Thorough understanding of safeguarding, child protection, and pastoral care best practices.



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Job Description

Skills and attributes

- Excellent communication and interpersonal skills, able to build trust and rapport with students, staff, and families. Be able to deliver firm messages with kindness and compassion whilst ensuring progress or improvement.
- Resilient, proactive, and solutions-focused approach.
- Ability to work independently and collaboratively across two sites.

Contacts and relationships

- To work and liaise with a variety of agencies.
- Foster strong partnerships with parents, carers, and community organisations to support student wellbeing.

Safeguarding

- Can apply a range of safeguarding knowledge to work effectively within the remit of Keeping Children Safe in Education.
- Apply knowledge and understanding of KCSIE and Working Together to Safeguard Children by liaising with school safeguarding leads to keep pupils safe.
- Working within established Trust policies and procedures, using initiative and judgement.

Additional information

- This role involves travel between schools within the Trust; a valid driver's license and access to a vehicle are preferred.
- Commitment to ongoing professional development and promoting equality, diversity, and inclusion.



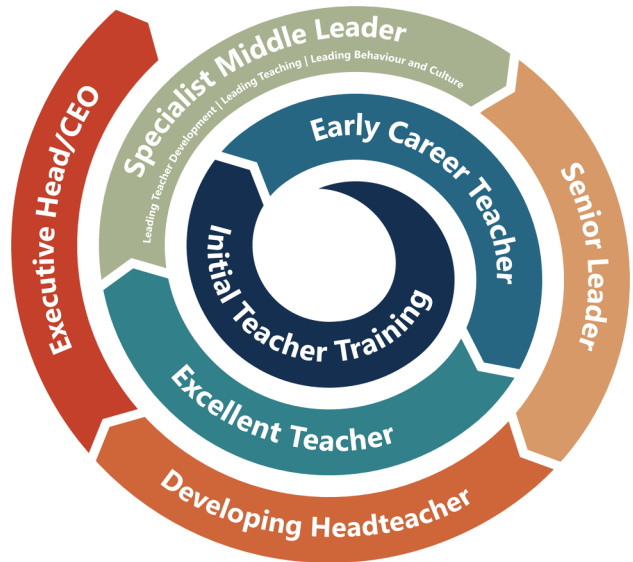
Professional Development

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/CEO. At Pathfinder we:

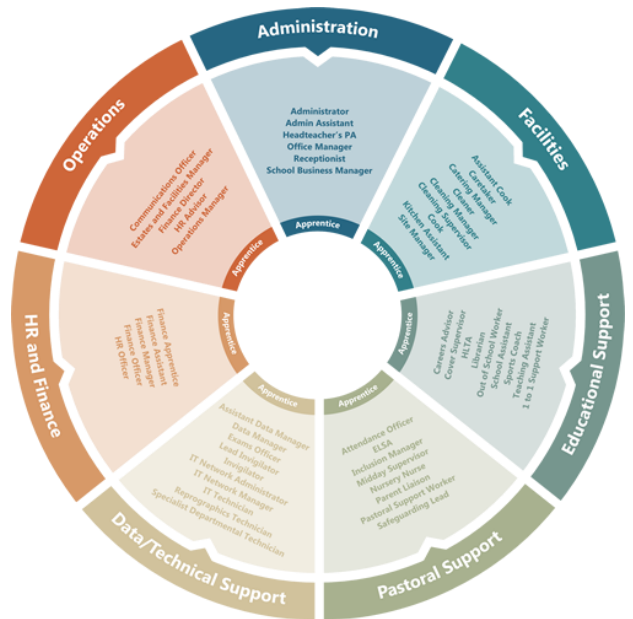
- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide staff with the highest quality research-proven CPD training.
- offer access to skilled leaders and mentors.
- give staff opportunities for development from Initial Teacher Training to senior management.



Support Staff

The 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.
- 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 given support and advice to develop their skills to progress to posts at the next level.



Teacher Training and Professional Development



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.