



Pathfinder

Multi Academy Trust

Providing an excellent education from age 2 to 19

Reception Class Teacher (2 days a week Thurs/Fri preferred)

(Maternity Cover—September to end November 2025)

Badger Hill Primary School

Closing date: Wednesday 4th June 2025 at 8am



Badger Hill
PRIMARY SCHOOL

Badger Hill Primary School are looking to appoint a dynamic and motivated classroom practitioner to teach in our Reception class.

The post is open to main scale teachers M3 to M6—the post is not suitable for ECT colleagues.

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 welcome to visit the school on Monday 2nd June between 3.30 and 4pm.

School

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

E: office@badgerhill.pmat.academy
W: www.badgerhillprimaryschool.co.uk

Job Title

Teacher

Maternity cover contract.

Reports to

Headteacher

Pay Scale

Mainscale M3-M6

Additional Information

2 days-Thurs/Fri preferred required from September 2025.

Completed application forms should be posted to:
Headteacher
Badger Hill Primary School
Crossways, Badger Hill
York YO10 5JF

Or emailed to
head@badgerhill.pmat.academy



Pathfinder

Multi Academy Trust

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 out 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
Education and Qualifications		
Qualified Teacher Status	✓	
Evidence of commitment to further professional development	✓	
Experience		
Experience of teaching in Reception/KS1	✓	
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	✓	
A knowledge of Little Wandle		✓
Knowledge & Understanding		
Understanding of current research into teaching and learning	✓	
Knowledge of how to provide effectively for the individual needs of all pupils, including pupil premium and SEND	✓	
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
Skills		
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

Pathfinder Multi Academy Trust

Providing an excellent education from 2 to 19



Setting the course



Leading the way



Serving and inspiring

Formed in August 2016, Pathfinder is a well-established multi academy trust serving more than 5,000 children and their families across York. The 13 schools in our Trust enjoy a close working partnership based on a shared vision to provide an excellent education to all the young people in our care. Pathfinder has a proven track record of working together for the benefit of all our schools, helping them to achieve strong

educational outcomes, successful Ofsted judgements and supporting the wider development of children and young people. We value the uniqueness and diversity of each school and the contributions they make to the Trust as a whole. As well as being a part of Pathfinder, we want schools to maintain and develop their own identities and to celebrate what makes them unique.

Pathfinder Multi Academy Trust schools



ACOMB PRIMARY SCHOOL



Archbishop Holgate's School

A Church of England Academy Founded 1546



Badger Hill
PRIMARY SCHOOL



Clifton with
Rawcliffe



Hempland
Primary School



Heworth
Church of England Primary School



Huntington
PRIMARY ACADEMY



New Earswick
Primary School



Poppleton Road
Primary School



Rufforth
Primary School
Inspire · Care · Grow



St Barnabas
CHURCH OF ENGLAND PRIMARY SCHOOL



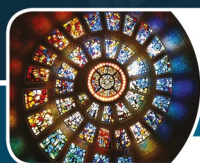
St Lawrence's
CHURCH OF ENGLAND PRIMARY SCHOOL



Tang Hall
Primary School

Delivering key services to our schools

Our operations team provide a comprehensive support service, enabling schools to focus on delivering the best education possible to their students.



Pathfinder

Multi Academy Trust

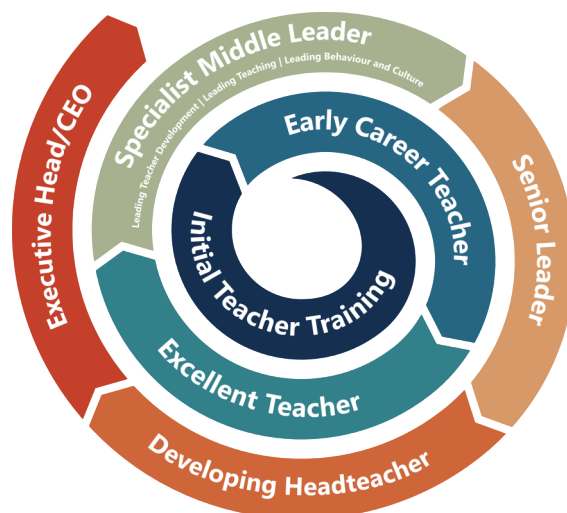
Staff development

We are committed to the professional development of all our staff and have created a bespoke career pathways programme to ensure we recruit, develop and retain the very best colleagues.

Career Pathways

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:

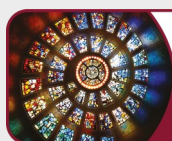
- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide our staff with the highest quality research-proven CPD training.
- offer access to skilled leaders and mentors.
- give staff opportunities for development from Initial Teacher Training to senior management.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



Learning, Training and Development

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.
- have an understanding of how their role fits into the wider organisation.
- 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 guaranteed an interview for roles within the Trust in they fulfil the job criteria.
- be given support and advice to develop their skills to progress to posts at the next level.



Pathfinder

Teaching School Hub

Ryedale | Scarborough | York

Staff in our schools are able to benefit from a wide range of training and development opportunities delivered through the Pathfinder Teaching School Hub, based at Archbishop Holgate's School. As well as providing the full range of National Professional Qualifications, the Hub and its key partners deliver an extensive programme of development opportunities for teachers at every stage of their career across the Ryedale, Scarborough and York region. For more information, visit the teaching school website: www.pathfinder-tsh.co.uk.



Pathfinder

Multi Academy Trust

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.

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, including discounts from major retailers as part of the lifestyle savings benefit and the option to spread the cost of purchasing items straight from your salary through the home and electronics and cycle to work benefits.



Lifestyle savings

Save on everyday essentials, enjoy money off at the movies and browse frequently updated deals across retail, food, shopping, travel, family essentials, dining out, leisure activities and much more. The lifestyle savings benefits include:

- Frequently updated discounts from the UK's leading retailers
- Updates to offers and discounts sent directly to your email
- New offers, brands, retailers and discounts added on a weekly basis

Home and electronics

Spread the cost of purchasing a range of tech, homeware and essential appliances from Currys, John Lewis and more with payments taken automatically from your salary. The home and electronic benefits include:

- An alternative to expensive credit cards and pay day loans with no deposit or credit check required
- Spread the cost of essential items via fixed monthly salary reductions
- Access a huge range of products for the home and garden including the latest tech products
- Fast home delivery within days of authorisation

Cycle to work

Save up to 42% on the latest bikes, high-vis clothing and safety accessories for your commute to and from work. The cycle to work benefits include:

- Staying fit, healthy and focused
- Avoid expensive petrol, parking and public transport costs
- A huge range of tax free bikes and safety equipment from one convenient location
- Spread the cost throughout the year with manageable reductions direct from your salary

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.



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 employee's 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

Pathfinder contributes an additional 20.5% of your salary

Teachers' Pension Scheme

Pathfinder contributes an additional 23.68% of your salary

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
- Specialist information on work-life balance
- Financial and legal advice
- 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

Discounted bus travel

As part of the First Bus Commuter Travel Club, Pathfinder staff benefit from discounts on work and leisure travel using First Bus services. The benefits of the Commuter Travel Club include:

- Savings on discounted monthly bus tickets
- Unlimited bus travel within your chosen zone
- Mobile tickets delivered straight to the free First Bus App

