



Pathfinder

Multi Academy Trust

Providing an excellent education from age 2 to 19

Teacher (Maternity cover)

Heworth CE Primary School

Required from December 2021

Closing date: Thursday 23 September 2021 at 11:59pm

Possible observed teaching: Tuesday/ Wednesday 5/6 October 2021

Interviews: Friday 8 October 2021



Heworth

Church of England Primary School

Heworth CE Primary School are seeking to recruit a dedicated and enthusiastic teacher to teach in our Y3/4 class from December 2021. We are looking for an outstanding class teacher to cover a class whilst the teacher is on Maternity leave and who will help us in our aim to become a truly great school.

You must be flexible, adaptable, hardworking and have a good sense of humour. Please state curriculum strengths and experience in your application.

We can offer:

- Support from a committed, experienced and friendly staff team.
- The chance to enhance and develop your skills as a teacher through a wide range of professional development opportunities.
- Enthusiastic, engaged children and a committed and caring governing body.
- A great working environment where hardworking and dedicated staff work collaboratively as part of a creative team.
- Excellent opportunities for professional development within Pathfinder and more widely.

Heworth CE Primary School is an inspiring and caring place to work. We aim to help all our children to flourish because we believe that they are precious children of God.

School

Heworth CE Primary School

Job Title

Teacher

Reports to

Headteacher

Grade

M2 to M4 (in December 2021)

Additional Information

Full time, temporary post to cover a period of maternity leave.

Please contact Michael Carr (Headteacher) on 01904 806330 should you wish to discuss the position prior to submitting an application.

Applications should be made on the form provided and emailed to office@heworth.pmat.academy or sent via post to the address below.

Mr M Carr (Headteacher)
Heworth CE Primary School
53 Heworth Road
Heworth
York YO31 0AA

Pathfinder Multi Academy Trust is an equal opportunities employer, committed to safeguarding and promoting the welfare of children. Enhanced DBS check required.



Pathfinder

Multi Academy Trust

Heworth CE Primary School

Heworth Primary School has been educating children from Heworth and the surrounding areas for over 100 years. It is a small Church of England primary school, located in the centre of Heworth village and within walking distance of the historic city of York.

We believe that every child is unique in the eyes of God, and we want to help them to flourish by giving them the best possible start to their education. We are committed to developing highly motivated, independent young people with a wide-ranging and life-long love of learning.

We are proud to be a Church of England school and our four core Christian values of Forgiveness, Trust, Compassion and Endurance are woven through the life of the school. We use these values as a framework to help create a rich learning environment for all of our pupils, whatever their needs.

We think that the Christian ethos of our school provides our children with a safe and supportive environment in which they feel valued and cared for. Heworth is a small school, but we like to think that it has a big heart. With only 150 pupils from Reception to Year 6, and many of them living close by, Heworth has a distinct 'family feel', and we focus a lot of energy on nurturing those bonds both within the school and in the wider community.





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

Role

Direction/ Supervision

- Works under the line management of the HT and senior leadership team
- Has a direct responsibility for the teaching of a class within the school.

Application of Skills, Knowledge and Experience

- Follow the school's agreed systems and strategies as agreed with the HT with due respect shown to the school's policy's for teaching, learning and assessment
- Within an agreed system of practise, takes responsibility for planning challenging teaching and learning objectives
- Evaluates and adjusts planning as appropriate to meet pupil needs
- Selects and prepares appropriate, inspiring resources to lead learning activities, train staff and collaborate with SLT
- Monitors, evaluates, records and provides reports on pupil responses and progress within agreed strategies
- To be accountable to the National Teachers Standards
- Be accountable to the HT, SLT and Governing body

Strengthening the Community through Collaboration

- To engage with the internal and external school community, thus modelling the principles of equity and entitlement.
- To work with the HT to encourage and engage in collaboration with other schools in order to bring about positive benefits to the school and share its expertise more widely.

General Duties

- Teach a mixed Y3/Y4 class
- Assist with duties as described by the HT

Requirements

Please see the Person Specification on the next page.

Heworth Primary School is committed to safeguarding and promoting the welfare of children its care, and expects all staff and volunteers to share its commitment.

Heworth Primary School **is an equal rights** employer. We require our governors and staff to follow equality policies and to follow all statutory requirements regarding age, race, religious, gender, sexual orientation and disability discrimination. We respect and protect the rights of people with disabilities both in terms of equal opportunity for employment and access to the school's services.

Job sharing applicants are welcome to apply for all full-time posts unless otherwise stated. Disabled applicants are guaranteed an interview as long as they meet the essential requirements of the Person Specification. As an Equal Rights employer our school is committed to make any necessary reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the selection panel's decisions will be based on an assessment of that person's expected capabilities once reasonable adjustments have been made.



Person Specification

Area	Essential	Desirable
Qualifications	QTS (I) Evidence of commitment to own CPD (AF)	Further professional skills (A)
Experience	Teaching experience. Ideally in Lower Key Stage Two (AF) Excellent classroom teacher (SV/R) Understanding of effective monitoring of teaching and learning (AF/I) Understanding of the role of data to raise standards (I)	Experience of organising and leading assemblies (I)
Shaping the Future	Ability to work with the SLT to build a coherent vision of excellence for the school and know how best to achieve it (I) Innovative and prepared to challenge the status quo (I, AF)	
Knowledge	A sound knowledge and awareness of the Primary Curriculum and a commitment to delivering a broad, balanced and exciting curriculum (AF/I/SV)	
Skills & Aptitudes	Committed and hardworking. (AF/I/SV) Excellent communication skills both verbal and written (AF) Ability to work effectively with others, sharing best practise and resources (R/I) Ability to use ICT effectively across all aspects of the post (AF) Excellent interpersonal skills, with an ability to challenge and support staff (R/I) Able to anticipate and manage change (R/I) Love of working with young people (SV) Stamina and resilience at times when under pressure (R/I) Positive outlook- a 'do-er not a procrastinator' (AF/I/ SV)	Work effectively with outside agencies (AF/I)
Specific Requirements	A commitment to the vision and aims of Heworth Primary School (AF/I) High expectations of learning and behaviour across the school (SV/R/I) A commitment to inclusion (AF/I) Committed to the safeguarding and welfare of children and young people (AF/I) Committed to active parental involvement (AF/I)	Committed to providing a range of extra-curricular activities (AF/R) Willing to promote a healthy and active lifestyle (AF/I)
Suitability to work with children	A clear record of employment that can be checked (R/I) Reference details from last educational employer (R) An Enhanced DBS clearance (I)	



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



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 confi-

dential 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.