



Pathfinder

Multi Academy Trust

*Providing an excellent education from age 2 to 19*

## Teacher - New Earswick Primary School

Required from: September 2026

Closing date: Friday 22nd May 2026 at 5pm

Interview date: To be confirmed



## New Earswick Primary School

We are looking to appoint a colleague to join a highly motivated and friendly team in a forward-thinking school. The successful candidate will be able to demonstrate excellent teaching, an ambition to become the best that they can be as well as a determination to ensure our children succeed in school and beyond.

Confirmation of year group will be dependent on the skills and aptitude of the successful persons and the needs of the school, so we welcome applications for Key Stage 1 or Key Stage 2.

The successful candidate will be fully supported to develop in the role, benefiting from bespoke CPD opportunities both at New Earswick and as part of the Pathfinder Teaching School Hub, based at Archbishop Holgate's School.

High expectations, innovation and team work form the basis of our ethos. Have you got the motivation, character and humour to join us?

**The post is open to current M1 and M2 teachers, and ECTs, to whom the support of an experienced mentor will be available.**

In addition, colleagues will benefit from being part of Pathfinder Multi Academy Trust's Career Pathways Programme and through working with colleagues across other Trust schools, develop skills and share innovative teaching and learning experiences.

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

Friday 15th May at 9:30am

Wednesday 20th May at 9:30am

### School

New Earswick Primary School  
Hawthorn Terrace  
York YO32 4BY

T: 01904 806446

W: [www.newearswickprimary.academy](http://www.newearswickprimary.academy)

### Job Title

Teacher (Full time—Fixed Term to 31 August 2027)

### Reports to

Headteacher

### Pay Scale

Main scale M1 - M3

### Additional Information

Full time, required from September 2026.

Completed application forms should be emailed for the attention of the Headteacher to:  
[office@nep.pmat.academy](mailto:office@nep.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.



## New Earswick Primary School

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



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 trips, workshops, social media and our school Newsletter to update our school community.

Our school is a safe and welcoming place to learn. Thought goes into ever improving our learning environments and communal spaces to create a bright, engaging and creative place to learn.

### **Our School Ethos**

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

- Braver
- Stronger
- Smarter

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

Whole school assemblies are a valuable part of our school week and enable core messages about the school ethos and values to be shared and promoted by both staff and children.

### **Curriculum Vision**

We focus on the quality delivery of a core curriculum, enhanced with opportunities and experiences for pupils to become braver, stronger and smarter. We care about the needs of our pupils and work hard to remove the barriers that some face. We enhance our curriculum with life skills, experiences and basic skills so that, by the time they are ready to leave us, they are well-prepared for their next step of the journey.





# 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 6,600 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





# Job Description

## Role

### Direction/ Supervision

- Works under the line management of the Headteacher and Senior Leadership Team
- Has a direct responsibility for the teaching of a class within the school, alongside a supportive and experienced teaching body

### Application of Skills, Knowledge and Experience

- Follow the school's agreed systems and strategies as agreed with the Headteacher with due respect shown to the school's policy's for teaching, learning and assessment
- Within an agreed system of practice, take responsibility for planning challenging teaching and learning objectives
- Evaluate and adjust planning as appropriate to meet pupil needs
- Select and prepare appropriate, inspiring resources to lead learning activities and liaise with colleagues
- Monitor, evaluate, record and provide reports on pupil responses and progress within agreed strategies
- Be accountable to the National Teachers Standards
- Be accountable to the Headteacher, Senior Leadership Team and Governing body

### Strengthening the Community through Collaboration

- Engage with the internal and external school community to forge strong working relationships
- Work with the Headteacher 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 within Key Stage 1 or 2
- Assist with duties as described by the Headteacher
- Contribute to wider school enrichment through extra-curricular clubs

## Requirements

Please see the Person Specification on the next page.

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

New Earswick 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
<b>Qualifications</b>	<p>QTS</p> <p>Evidence of commitment to own CPD</p>	Further professional skills
<b>Experience</b>	<p>Teaching experience in either Key Stage One or Two</p> <p>Excellent classroom teacher</p> <p>Understanding of effective monitoring of teaching and learning</p> <p>Understanding of the role of data to raise standards</p>	Experience of organising and leading assemblies
<b>Shaping the Future</b>	<p>Ability to work with the SLT to build a coherent vision of excellence for the school and know how best to achieve it</p> <p>Innovative and prepared to challenge the status quo</p>	An understanding of statutory testing arrangements
<b>Knowledge</b>	A sound knowledge and awareness of The 2014 Primary Curriculum and a commitment to delivering a broad, balanced and exciting curriculum	
<b>Skills &amp; Aptitudes</b>	<p>Committed and hardworking</p> <p>Excellent communication skills, both verbal and written</p> <p>Ability to work effectively with others, sharing best practice and resources</p> <p>Ability to use ICT effectively across all aspects of the post</p> <p>Excellent interpersonal skills, with an ability to challenge and support staff</p> <p>Able to anticipate and manage change</p> <p>Love of working with young people</p> <p>Stamina and resilience at times when under pressure</p> <p>Positive outlook- a 'do-er not a procrastinator'</p>	<p>Work effectively with outside agencies</p> <p>Ability to motivate commitment among all staff groups and to lead staff meetings</p> <p>Organised</p> <p>Effective use of time management</p>
<b>Specific Requirements</b>	<p>A commitment to the vision and values of New Earswick Primary School</p> <p>High expectations of learning and behaviour across the school</p> <p>A commitment to inclusion</p> <p>Committed to the safeguarding and welfare of children and young people</p> <p>Committed to active parental involvement</p> <p>A strength in effective behaviour management</p>	<p>Committed to providing a range of extra-curricular activities</p> <p>Willing to promote a healthy and active lifestyle</p>
<b>Suitability to work with children</b>	<p>A clear record of employment that can be checked</p> <p>Reference details from last educational employer</p> <p>An Enhanced DBS clearance</p>	



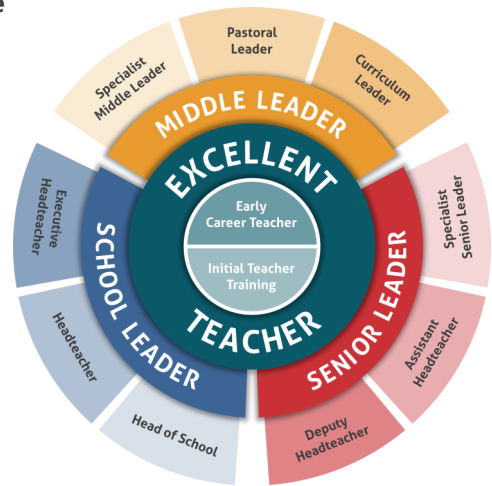
# Professional Development

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.



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.**

## 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.