



Pathfinder

Multi Academy Trust

*Providing an excellent education from age 2 to 19*

## Teacher - New Earswick Primary School

Required from: September 2025

Closing date: Sunday 1st June at 12 midnight

Interview date: To be confirmed



## New Earswick Primary School

We are presently looking to appoint two colleagues to join a highly motivated and friendly team in a forward-thinking school. The successful candidates 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 from those experienced in either 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.

New Earswick Primary School is a good school with outstanding features ([Ofsted January 2022](#)). 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 Main scale teachers current M1 and M2, including 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.

New Earswick Primary School is committed to keeping our pupils safe therefore, the school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

### 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 2026)

### Reports to

Headteacher

### Pay Scale

Main scale M1 - M3

### Additional Information

Full time, required from September 2025.

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.



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## New Earswick Primary School

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.

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



### 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.







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# 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



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.



# 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.**

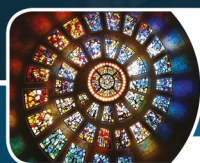
New Earswick Primary School **is an equal rights** employer. We require our governors and staff to follow equality policies and to follow all statutory requirements regarding age, race, religious, gender, sexual orientation and disability discrimination. We respect and protect the rights of people with 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>	QTS Evidence of commitment to own CPD	Further professional skills
<b>Experience</b>	Teaching experience in either Key Stage One or Two Excellent classroom teacher Understanding of effective monitoring of teaching and learning Understanding of the role of data to raise standards	Experience of organising and leading assemblies
<b>Shaping the Future</b>	Ability to work with the SLT to build a coherent vision of excellence for the school and know how best to achieve it Innovative and prepared to challenge the status quo	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>	Committed and hardworking Excellent communication skills, both verbal and written Ability to work effectively with others, sharing best practice and resources Ability to use ICT effectively across all aspects of the post Excellent interpersonal skills, with an ability to challenge and support staff Able to anticipate and manage change Love of working with young people Stamina and resilience at times when under pressure Positive outlook- a 'do-er not a procrastinator'	Work effectively with outside agencies Ability to motivate commitment among all staff groups and to lead staff meetings Organised Effective use of time management
<b>Specific Requirements</b>	A commitment to the vision and values of New Earswick Primary School High expectations of learning and behaviour across the school A commitment to inclusion Committed to the safeguarding and welfare of children and young people Committed to active parental involvement A strength in effective behaviour management	Committed to providing a range of extra-curricular activities Willing to promote a healthy and active lifestyle
<b>Suitability to work with children</b>	A clear record of employment that can be checked Reference details from last educational employer An Enhanced DBS clearance <a href="http://www.pathfindermat.co.uk">www.pathfindermat.co.uk</a>	



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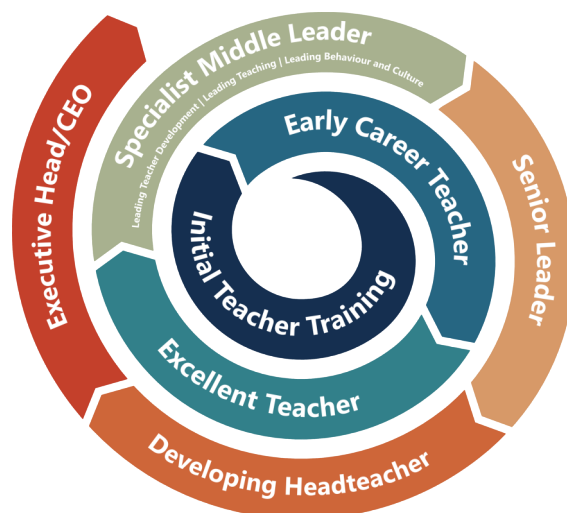
# Staff development

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:

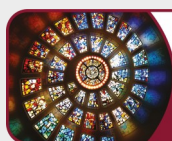
- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide our staff with the highest quality research-proven CPD training.
- offer access to skilled leaders and mentors.
- give staff opportunities for development from Initial Teacher Training to senior management.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



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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](http://www.pathfinder-tsh.co.uk).



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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.

## 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
- Automatic monthly ticket renewal
- Spread the cost of annual travel
- Price frozen for 12 months

