



Pathfinder

Multi Academy Trust

*Providing an excellent education from age 2 to 19*

# Teacher of English

## Archbishop Holgate's School

Required from September 2021

Closing Date: Monday 26 April, 8.00am



**Archbishop Holgate's School**

A Church of England Academy Founded 1546

We are looking for an enthusiastic and committed teacher to work as part of a friendly, collegiate, successful and hardworking English department.

We believe that Archbishop Holgate's is 'no ordinary school' and is an excellent place to work. The English department benefits from its own teaching block, drama studio and a brand-new library and resource centre. Our department currently delivers AQA GCSE specification, and AQA A Level Literature and Language.

Our staff are friendly and supportive and our students are polite, hardworking and keen to succeed. As such this post represents an exciting opportunity to join a very successful, high-achieving, forward looking and fully-subscribed Church of England comprehensive, a school judged Outstanding by Ofsted with outstanding leadership and outstanding capacity to continue to improve.

Successful candidates will be fully supported to develop in the role, benefiting from bespoke CPD opportunities both at Archbishop's and as part of the Pathfinder Teaching School Alliance. In addition, colleagues will benefit from being part of the Pathfinder Trust Career Pathway and through working with colleagues across other Trust schools to develop skills and share innovative teaching and learning experiences.

### Job Title

Teacher of English

### Reports to

Head of English

### Grade

Main Scale

### Additional Information

Completed application forms should be posted or emailed to:

Head's PA  
Archbishop Holgate's School  
Hull Road  
York  
YO10 5ZA

[jsissons@archbishopholgates.org](mailto:jsissons@archbishopholgates.org)

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





# Archbishop Holgate's School

Archbishop Holgate's is a flourishing school signified by outstanding examination results, high quality teaching and learning, an inspiring curriculum complemented by sporting and musical achievements and a wide, varied programme of extra-curricular opportunities. We are a school committed to ensuring that our students develop in all ways and at the heart of all we do is a commitment to 'Values, Care and Achievement':

***Christian values that underpin all we do.***

***Outstanding pastoral care that sees each student as an individual.***

***Maximum achievement for all students, at all levels.***

We have excellent students and a talented staff, colleagues who are committed to ensuring that the young people in our care achieve and succeed. Collectively, as a school community, we seek to nurture aspiration and promote excellence. We enrich our students in many different ways and when they leave Archbishop's they do so as well rounded young people with the skills, qualities and relevant qualifications to help them shape their own futures and also to benefit the communities they serve.

In October 2017 the school was delighted to once again be awarded outstanding judgements in all areas of the SIAMS Inspection.

The last five years have seen the school enjoy its best ever results at GCSE and Post 16.

At KS5 the sixth form has consistently performed in the top 10% of Post 16 providers. Previously the sixth form has topped the national league tables for the delivery of vocational qualifications and for the last three years the A Level performance placed the sixth form in the top 2% of post-16 providers nationally for student progress.

At KS4 the school consistently performs significantly above the national average, with the 2019 outcomes outstanding in all areas with a provisional Progress 8 figure of +0.79 which for a third successive year is likely to be the strongest locally and in the top 4% nationally.

<b>Overall progress residual</b>	<b>+0.79</b>
<b>Maths progress residual</b>	<b>+0.39</b>
<b>English progress residual</b>	<b>+0.81</b>
<b>Ebacc progress residual</b>	<b>+0.87</b>
<b>Technical progress residual</b>	<b>+1.02</b>

Indeed, Progress for all sub-groups across school is outstanding for example, disadvantaged students achieved a P8 figure of +0.27 last year. The school regularly features in the top ten of The Times 100 best schools.

***"Evidence presented during this visit demonstrates that Archbishop Holgate's remains an outstanding school, both in terms of its pastoral provision and academic progression pathways. The school is well led and as a result there is an atmosphere of continuous improvement that is shared across the senior team and means that priorities for improvement are accurately identified and actions taken are impactful and result in timely improvement."***

***(External evaluation)***





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# 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

We are looking for an enthusiastic and committed teacher to work as part of a friendly, collegiate, successful and hardworking English department. This post would be suitable for an NQT or someone early in their career. Roles specific to this position include:

- An outstanding, enthusiastic classroom practitioner (or someone who aspires to this) who will teach across the age range. We are looking for a candidate who is passionate and excited about their subject.
- To inspire a love of learning, especially encouraging students to read widely, write effectively and to promote the appreciation of the English language.
- To contribute to the planning and preparation of new courses and schemes of work as appropriate, from Key Stage 3 to Key Stage 5.
- To contribute exciting and innovative ways that English can develop beyond the classroom both in terms of extra-curricular activities and links with the wider school community.
- The successful candidate will also be a Form Tutor.

## Requirements

- To fulfil the Conditions of Employment as listed in the current School Teachers' Pay and Conditions Document.
- To have some experience of teaching A Level English Literature and/or Language.
- To reflect and evaluate on own practice and modify or amend as appropriate.
- To keep up-to-date with current educational thinking/best practice by attending relevant In-Service Training.



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# 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](http://www.teacherspensions.co.uk) [www.nypf.org.uk](http://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](http://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.



## Career Pathways



**Pathfinder is committed to the professional development of all staff and we have a bespoke programme for teaching and support staff to ensure we recruit, develop and retain the very best colleagues.**

For our teaching staff we have a career pathways programme which starts with Initial Teacher Training and progresses through to Executive Head.

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.

## Key Commitments

### The AHS Approach – A positive and purposeful school community

- Our school is a **community** where we **help** and **support** each other in line with our Christian Values of **Justice, Compassion, Forgiveness** and **Trust** and our commitment to 'Values, Care, Achievement'.
- We believe in the strength of a **positive** and **purposeful** school community, underpinned by **visible supportive leadership at all levels**.
- We work on the assumption of '**good intent**' and that '**mutual good will**' is key for a school to be successful over time. We **trust** that colleagues are striving to do their best, but those that need support are not afraid to ask and it will be provided in a **non-judgemental way**.
- We are **proud** of our record of **recruiting, retaining** and **developing our staff**. Our commitment to the **Career Pathway** and **Learning, Training** and **Development programmes** reflect our ongoing desire to help all our staff be the best they can.

### The AHS Approach – Continued support for our staff

- Key to ensuring that this continues will be our ongoing consideration of:
  1. **Fair and reasonable workload**
  2. **High quality training and professional development**
  3. **The importance of staff wellbeing and a positive working environment**
  4. **Pay and rewards at least equivalent to national agreements for teachers and support staff**
- We are also fortunate to be part of the **Pathfinder Multi Academy Trust** and the benefits that being part of this bigger community brings.
- To ensure that we continue to build on all our achievements we have identified **ten key commitments** that we will continue to prioritise both as a school and as part of a Trust.



**1. Community and Culture** – Our school is a community, in which we provide help and support for one another, in line with our Christian Values.



**2. High quality recruitment, retention and development** – Our commitment to Career Pathways ensures that our staff team is always of the highest quality.



**3. Supportive staff appraisal** – Aspirational targets that foster the improvement and development of all our colleagues, across the school.



**4. Streamlined data and report management** – A sensible approach that avoids duplication and leads to meaningful improvements for students.



**5. Marking that is manageable and meaningful** – Time invested in marking and feedback should be proportional to the impact on student progress.



**6. Prioritising high quality planning** – Effective teaching and learning is underpinned by sensible, appropriate planning that is focused on the needs of all learners.



**7. Developmental teaching and learning** – We know that teaching time is like 'gold dust' and all staff need to be supported to deliver consistently good or better lessons.



**8. Communication commitment** – We strive to ensure that whole school communication is clear, timely, useful and manageable for all.



**9. Wellbeing – A welcoming place to work** – AHS is an inclusive school community, committed to equality and diversity and a place where staff are happy in their work.



**10. Managing workload** – We believe that time well spent is that which has the highest impact on raising standards, rejecting things that create unnecessary burden for little gain.