



Pathfinder

Multi Academy Trust

*Providing an excellent education from age 2 to 19*

# Teacher of Modern Foreign Languages

## Archbishop Holgate's School - York

**Required from:** September 2025

**Closing date:** Monday 19 May at 9.00am

**Interview date:** Wednesday 21 May



**Archbishop Holgate's School**

A Church of England Academy Founded 1546

We are looking for an enthusiastic and committed teacher to work in our successful MFL department. At AHS, Spanish, French and German are all taught from KS3 to KS5 and our ideal candidate will teach German alongside at least one other language. We are looking for someone who is passionate about the benefits of learning modern foreign languages, has excellent subject knowledge and is able to motivate and inspire young people. We are a supportive team, meaning we plan collaboratively in order to ensure high quality lessons whilst minimising workload and allowing best practice to be shared in a natural way with our colleagues. This is an excellent opportunity for someone to make a significant contribution to a rapidly improving department, to contribute to the development of a rich and varied languages curriculum and, for the right candidate, to deliver A Level Modern Foreign Languages.

We believe that Archbishop Holgate's is 'no ordinary school' and is an excellent place to work, a view confirmed by Ofsted in our most recent inspection, "Staff are incredibly proud to work here."

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 in all areas by both Ofsted and SIAMS.

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 Hub. In addition, colleagues will benefit from being part of the Pathfinder Multi Academy Trust Career Pathway Programme, and through working with colleagues across other Trust schools, develop skills and share innovative teaching and learning practices.

### GRADE/SALARY

Mainscale/UPS

### CONTRACT

Full Time (Part Time position may be considered)

Permanent

TLR2a (£3,391pa) available for the right candidate to support the curriculum leader

### REPORTS TO

Deputy Head

### HOW TO APPLY

To apply for this role, please submit a completed application form via post or email to:

Mrs J Sissons, Headteacher's PA  
Archbishop Holgate's School  
Hull Road  
York  
YO10 5ZA

Email: [jsissons@ahs.pmat.academy](mailto:jsissons@ahs.pmat.academy)

### ADDITIONAL INFORMATION

For an informal discussion about this role, please contact Jacqui Sissons, Headteacher's PA, on 01904 411341 or email [jsissons@ahs.pmat.academy](mailto:jsissons@ahs.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 conducted on all shortlisted candidates. These checks are carried out in accordance with Keeping Children Safe in Education (KCSIE) guidance to determine suitability to work with children and young people and keep them safe.



# About our School

*'I have come that they may have life, and have it to the full.'*

John 10:10

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 Holgate'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 2021, the school was delighted to once again be awarded outstanding judgements in all areas of the Ofsted inspection. Over the last decade, Archbishop Holgate's has consistently enjoyed some of the best results nationally at both GCSE and Post 16.

At Key Stage 5, the Sixth Form has consistently performed in the top 5% of all Post 16 providers. The school also consistently performs significantly above the national averages for all groups of students at Key Stage 4. Over the past five years, the Progress 8 score has averaged almost +0.5 and over the same period disadvantaged students have on average performed as well as all students nationally.

Archbishop Holgate's regularly features within the top ten state schools in the north in the annual Sunday Times Parent Power Schools Guide.







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# About our School



## Extracts from the Ofsted report (October 2021):

*"Leaders have established a culture of respect, dignity and inclusivity that allows every pupil to thrive."*

*"Pupils' behaviour is excellent. At all times, pupils are calm, orderly, and respectful."*

*"The school's personal development programme is comprehensive. Pupils experience a range of trips and visits to broaden their cultural horizons."*

*"The support provided for pupils with special educational needs and/or disabilities (SEND) is exceptionally strong."*

*"The Sixth Form curriculum is exceptionally strong."*

*"All staff feel valued. They refer to being part of a special community. Leaders proactively consider the workload and wellbeing of their staff."*





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# 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 6,200 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



**ACOMB PRIMARY SCHOOL**



**Archbishop Holgate's School**

A Church of England Academy Founded 1546



**Badger Hill**  
PRIMARY SCHOOL



**Barlow CE Primary School**

Part of the White Rose Federation - One family, branching out together



**Burton Salmon CP School**

Part of the White Rose Federation - One family, branching out together



**Chapel Haddlesey CE School**

Part of the White Rose Federation - One family, branching out together



**Clifton with  
Rawcliffe**



**Hempland**  
Primary School



**Heworth**  
Church of England Primary School



**Huntington**  
PRIMARY ACADEMY



**Malton School**  
A Specialist Science School



**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



**Welburn**  
COMMUNITY PRIMARY SCHOOL



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# Job Description

## Role

The ideal candidate will be an excellent teacher with outstanding subject knowledge and proficiency in their language. We are looking for an enthusiastic teacher who could contribute to the further development of the already excellent extra-curricular programme in MFL and who is passionate about developing a love of languages amongst students of all abilities and backgrounds. The post would suit an experienced practitioner or a newly qualified teacher.

## Roles specific to this post include:

- A desire to be part of a team that plans collaboratively. By pulling together we believe that we are minimising workload whilst improving the quality of resources at the same time.
- The ability to motivate students and manage behaviour effectively.
- The ability to plan and teach good and outstanding lessons preferably in German,. A second language is desirable. Candidates who specialise in Spanish or French would be considered.
- The ability to keep accurate and meaningful records to track student progress.
- Inspire students of all levels to fulfil their potential.
- The ability to conduct assessments in line with the exam specifications and requirements.
- A willingness to contribute to the planning and preparation of new courses, Schemes of Work and assessments across the Key Stages.
- A willingness to contribute to enrichment and extra-curricular opportunities, including participating in residential trips abroad.
- Have a passion for teaching and learning, and promoting Modern Languages.
- To work to further enhance the Christian distinctiveness of the school in all areas.
- To play an active role as a Form Tutor

## Requirements

- To fulfil the Conditions of Employment as listed in the current School Teachers' Pay and Conditions Document.
- 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.





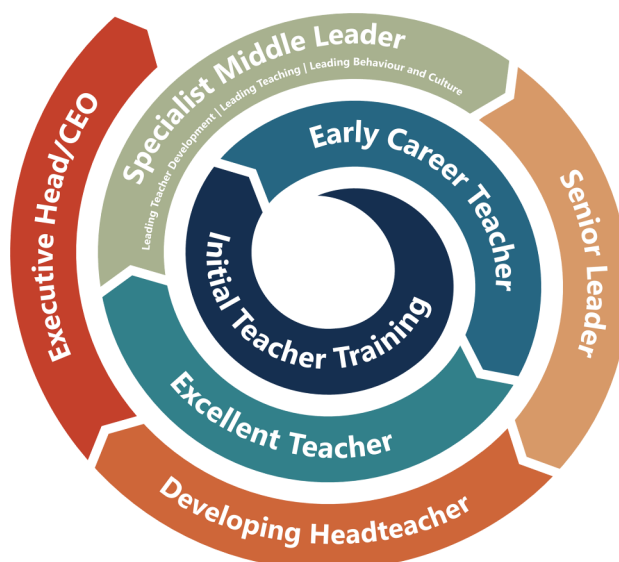
# Professional Development

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/CEO. 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 training.
- offer access to skilled leaders and mentors.
- give staff opportunities for development from Initial Teacher Training to senior management.



## Support Staff

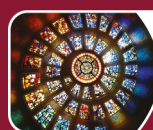
The support staff in our schools benefit from our Learning, Training and Development programme which aims to ensure that all staff are equipped with the necessary skills, qualifications and resources to fulfil their roles to the highest standard. At Pathfinder, our support staff will:

- be confident in fulfilling all aspects of their role to the highest level.
- 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 given support and advice to develop their skills to progress to posts at the next level.



## Pathfinder Teaching School Hub

Staff in our schools are able to benefit from the 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 suite on National Professional Qualifications, the Hub and its key partners deliver a wealth of training and development opportunities for teachers at every stage of their career across our urban, rural and coastal school communities.





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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.**

## 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 20.4% 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.