



Pathfinder

Multi Academy Trust

*Providing an excellent education from age 2 to 19*

## TEACHER OF SCIENCE

**Malton School**

MPS

0.6—1 FTE

Required from September 2025

Closing date: Tuesday 6th May 2025 at 9am

Interview date: Tuesday 13th May 2025



**Malton School**  
A Specialist Science School

Dear Applicant,

Thank you for your interest in the post of Teacher of Science (Physics & Biology) at Malton School. This is an outstanding opportunity for an excellent practitioner to join a student centered school within an ethically focussed MAT.

This document aims to give you some information about the school and the application procedure.

We are seeking to appoint a Teacher of Science, to join the successful and supportive Science Faculty to start from September 2025. We have a highly experienced and successful Science team and this would be an ideal opportunity for an Early Career or Main Scale Teacher to benefit from the wealth of experience and knowledge within the team.

Please note, we do not produce a job specification for teaching posts as we expect our staff to meet and uphold the National Teaching Standards, these can be found on the Gov.uk website

<https://www.gov.uk/government/publications/teachers-standards>

The school operates an iPad for Learning Scheme. Every member of staff has an iPad, as well as a laptop, and all students have an iPad.

The school has joined [Pathfinder Multi Academy Trust](#) and [Teaching School Hub](#) and we are also a member of the [Red Kite Teaching School Alliance](#). We share staff development programmes and opportunities within the MAT and the alliance, including leadership development and support for early career teachers.

I look forward to reading your application.

Yours Faithfully,

Rob Williams  
Headteacher

### Job Title

Teacher of Science (Physics & Biology)

### Reports to

Faculty Leader for Science

### Grade

MPS (ECT's encouraged to apply)

### Additional Information

Completed application forms should be posted or emailed to:

Claire Hardware, HR & Operations Manager

**Malton School**  
Middlecave Road  
Malton  
North Yorkshire  
YO17 7NH

Email: [cmh@malton.pmat.academy](mailto:cmh@malton.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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## ABOUT MALTON SCHOOL



### Malton School

A Specialist Science School

#### A friendly school providing a happy environment for personal development

Malton School serves a wide rural area of Central Ryedale, as well as the town of Malton itself. We currently have 1041 students on roll, including 254 in the Sixth Form; there are 62 teaching staff and 72 support staff. We are fully comprehensive. Our staff student relationships are excellent. Behaviour is extremely good. Most of our students move on to university and many of them to Russell Group universities. We offer a very happy and supportive community in which colleagues can further develop their career. The school is over-subscribed.

The school operates an iPad for Learning Scheme. Every member of staff has an iPad as well as a laptop and all students have an iPad.

The school has joined the [Pathfinder Multi Academy Trust](#) and [Teaching School Hub](#) and we are also a member of the [Red Kite Teaching School Alliance](#). We share staff development programmes and opportunities within the MAT and the alliance, including leadership development and support for early career teachers.

#### Benefits of working at Malton School

The school prides itself in being a supportive employer, offering favourable terms and conditions to facilitate outstanding teaching and learning. Some of the main additional benefits of working at Malton School include:

- PPA above the national expectation in response to staff delivery of a Personal Development Activity (PDA – see below).
- A strong bespoke staff development programme for all staff.
- Access to Employee Assistance Program
- Apple Distinguished School – your practice will be enhanced by having an iPad to utilise in the classroom.
- Being part of the Pathfinder MAT family.
- Membership of the Red Kite Teaching School Alliance.



Malton School was judged Good with Outstanding Sixth Form Provision in December 2023

Ofsted  
Good  
Provider





## The Science Faculty

The Faculty currently consists of the Faculty Leader, Assistant Faculty Leader, five full time specialist Science teachers and four part-time specialists who teach across Key Stage 3, 4 and 5. We are now looking to appoint an outstanding teacher of Science who will add to our high performing team. Student progress and achievement have been very strong at both key stage 4 and 5. In the 2019 GCSE results all sciences had significantly positive subject progress indicators and at A level there are upward trends in value added scores. We are looking to appoint a teacher who can further strengthen our excellent team. We would ideally like a Physics and/or Biology specialist who could teach up to A Level and who could teach both Physics and Biology at KS4 if required.

The school has 8 specialist Science laboratories. All staff are given use of a laptop and iPad and every laboratory is equipped with a data projector or an Apple TV. We have three excellent technicians who provide extensive support with providing practical equipment as required.

Science is very popular at Malton School. At KS5 level we offer AQA Biology, Chemistry and Physics with over half the sixth form studying one or more of the Sciences in Year 12. We also deliver a BTEC Level 3 Health and Social Care within the Science faculty in both Extended diploma and Extended certificate courses. We are introducing an AQA in Medical Science and we contribute to the teaching of A Level Psychology.

Currently we have three "triple science" groups in Year 11 and two Year 10 groups studying Biology, Chemistry and Physics as three full option subjects with the remainder of the Year group following the AQA GCSE in Combined Science (Trilogy). At KS3 students follow a scheme of work developed by our team of teachers that cover the programme of study at KS3 and interleaves units that help students prepare for GCSE. We have an active primary liaison programme that includes a "Portalab" van that is staffed by science teachers and delivers outreach practical science one afternoon a week to our catchment schools and beyond.

The school offers a timetabled personal skills development activity on a Thursday and in Science we have run a range of activities from gardening, microbiology research group, an Astronomy club and "beyond A level" physics and chemistry for KS5 students.

## The School Curriculum

We operate a four-period day within a ten-day cycle. Each lesson is 75 minutes long. Students have 26 hours curriculum time each week, with the extra hour on a Thursday set aside for personal development (see below).

### Key Stage 3

Students are placed in mixed-ability form groups. In Year 7, teaching is in mixed ability groups. In Years 8 and 9 setting is for Science, Maths and the group of subjects English, Geography, History, French, Spanish and Religious Education.

### Key Stage 4

English (including Literature) Maths, Double Science, Religious Studies and Physical Education are compulsory. Students then choose four further options subjects (10% of curriculum time each). Where students choose triple science, this takes up one of their 4 option blocks.

### Key Stage 5

Advanced Level courses are currently taught in Biology, Chemistry, Computer Science, Design Technology, Economics, English Language, English Literature, Fine Art,

French, Geography, History, Maths, Maths (Further), Music, Photography, Physics, Physical Education, Politics, Psychology, Religious Education, Spanish and Sociology. BTECs are offered in Food Science, Health and Social Care, and Sport and Cambridge Technicals are offered in Information Technology, Business Studies, Digital Media and Performing Arts. Re-sit GCSE courses are also offered in English and Maths, together with an open access provision for IT skills acquisition.

## Personal Development Activity

One hour per week is devoted to personal skills development. Staff offer nearly 40 different courses. Students choose a different course each term. The scheme is focused on character education and the development of the whole child. New members of staff would be expected to contribute to this programme.

## Citizenship

Citizenship is taught to all students in Years 7 to 9 for one period per fortnight. This builds on a well-established programme of Personal & Social Education, complementing tutorial work and linking into the Careers programme.

## Academic Structure

The academic work of the School is structured in Faculties. Each Faculty is led by a Faculty Leader and an Assistant Faculty Leader. In-service training is managed in consultation with Faculty Leaders. Funding for books and equipment is derived from a formula which takes account of the numbers and ages of students as well as the nature of the subject. Faculties are also able to bid annually for additional funding from the School budget, the Endowment Governors and the PTA.

## The School Site

We are fortunate to enjoy a large site on the edge of Malton with views of both the North York Moors and the Yorkshire Wolds.

We look to continuously reinvest in and maintain our facilities opening a new Science block with four new laboratories in 2004 on becoming a specialist Science School, resulting in a total of eight laboratories and associated preparation rooms. Our Food Technology rooms were totally re-furnished in 2011. In February 2011 Archbishop Sentamu opened a community sports centre and full-sized, floodlit, astroturf on the school site providing us with the best P.E. facilities in the area. A dance and drama studio was opened in September 2013. Fully refurbished DT rooms opened in September 2016. A new 4 classroom Humanities block was opened in September 2021 and most recently we have opened an improved library and set of music facilities in September 2024.





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# ABOUT PATHFINDER MULTI ACADEMY

*Providing an excellent education from age 2 to 19*



## Setting the course

Formed in August 2016, Pathfinder is a successful well-established Multi Academy Trust serving more than 6,000 children and their families.

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



## Leading the way

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 pupils. We value the uniqueness and diversity of each of our schools, celebrating this distinctiveness and the contributions they make to the wider Pathfinder community.



## Serving and inspiring

### Pathfinder Multi Academy Trust schools



**ACOMB PRIMARY SCHOOL**



**Archbishop Holgate's School**

A Church of England Academy Founded 1546



**Badger Hill**  
PRIMARY SCHOOL



**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



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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 20.4% of your salary

### Teachers' Pension Scheme

Pathfinder contributes an additional 28.68% 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

