



United Learning
The best in everyone™

Briefing Pack for Applicants

United Pathways (UP) Manager

June 2026

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Section 1 – Post Advertisement

Job title:	United Pathways (UP) Manager
Location:	Fir Vale Academy, Owler Lane, Sheffield, S4 8GB
Salary:	FTE £43,260.00 gross per annum pro rata (actual £39,241.00)
Contract:	Full-time, permanent
Hours of work:	37.5 hours per week, 41 working weeks per annum
Start date:	As soon as possible / 1 st September 2026

Fir Vale Academy is a large 11–16 mixed secondary academy located in the North of Sheffield. We are excited to be part of United Learning Trust, one of the country's leading education groups. As we embark on this new chapter, we are committed to driving improvement and raising aspirations across the Academy. It's a fantastic time to join us as we work together to deliver an exceptional education for every student.

We are seeking a highly motivated and experienced colleague to lead the day-to-day running of our new United Pathways provision. This is a key role for someone who is passionate about inclusion, student wellbeing, and creating a provision where students feel supported, challenged, and able to succeed.

You will be responsible for the daily operational leadership of United Pathways, including staffing support, daily routines, student attendance, and the coordination of student support. Working closely with Senior Leaders, Year Teams, Safeguarding, families, and external agencies, you will ensure that students accessing United Pathways receive high-quality provision, clear pastoral support, and strong opportunities for personal and academic progress.

The successful candidate will use behaviour, attendance, and pastoral data effectively to inform practice and help shape provision development as United Pathways continues to grow. You will play a vital role in establishing high expectations, positive culture, and consistent systems that support both students and staff.

In return, you will be joining a supportive team within a growing and ambitious Academy, with access to excellent professional development opportunities through United Learning.

We will offer you:

- Highly competitive pay above national average.
- Excellent facilities and resources.
- Access to an outstanding professional development programme.
- A respectful working environment.
- Supportive, friendly colleagues who are committed to each other's professional development.
- A chance to become part of United Learning, one of the largest groups of academies in the country.
- Opportunities to work collaboratively with colleagues in each academy across the Cluster and United Learning.
- Excellent employee benefits which include a highly sought-after pension scheme with high employer contributions.
- Access to training through the Apprenticeship Levy.
- Free on-site parking.
- Access to an Employee Assistance Programme (EAP).
- We encourage open and regular conversations about work-life balance.

Please refer to the job description and person specification for further details.

To apply, please click the 'Apply Now' button at the top of the advert on our website using the following link to our vacancies page: [Fir Vale Academy Vacancies](#) and complete our online application form. Please note that CVs are not accepted.

The closing date for this post is 9am on Friday 10th July 2026. Interviews to be held soon after.

If you have any queries regarding this role please email hr@unitedlearningyorks.org.uk

United Learning is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Employees will, in accordance with statutory guidance, be subject to a comprehensive checking process including references from current and previous employers, health, right to work in the UK, an Enhanced DBS check and a further check against the appropriate barred list.

Section 2 – United Learning

The Yorkshire Cluster is part of United Learning which is a large and growing group of schools aiming to offer life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our Subject Specialists, Group-wide Intranet, our own curriculum and online learning portal all help us to share knowledge and resource, which supports simplifying work processes and managing workloads for an improved work-life balance.

As a Group we can reward our staff better and provide excellent career opportunities, better pay, employee benefits and ultimately, the satisfaction of helping children to succeed. We also invest in our staff wellbeing. Our academies each have at least eight INSET/training days per year (with three of those solely dedicated to planning) and an ongoing group-wide wellbeing programme. It is an ethos we call ‘the Best in Everyone’.

We are working hard to become a more diverse organisation, which is key to our commitment to bringing out ‘the Best in Everyone’. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates who are currently under-represented in the Group as a whole. We always appoint on merit. We are open to discussing flexible working options.

<https://unitedlearning.org.uk/>

Section 3 – Letter from the Regional Director

Dear Candidate

Thank you very much for your interest in the role within the Yorkshire United Learning Cluster. The cluster itself is a close-knit group of three Secondary Academies: Barnsley Academy, Sheffield Park Academy and Sheffield Springs Academy, who work alongside a number of local Primary Academies; all from within the United Learning Trust.

The cluster is well-established and has excellent support from locally based cluster central services. These cover Business Management, Finance, HR, IT and Site/Estate Facilities. They are led by an Executive Business Manager. This provides our Academies with excellent trained advice and support in these areas; this benefits the leadership and wider staff of every Academy.

United Learning Trust is a national organisation serving Primary and Secondary Academies, all-through Academies and Independent Schools. Our ethos is, “the Best in Everyone”. This is a useful phrase that sums up the work and focus of the organisation. Every decision taken is done with this aim in mind: for staff, for students and for the community. The Trust values of Respect, Determination and Ambition are driven through the Character Programme, which each Academy has carefully interpreted in their own way. The Trust attributes of Creativity, Confidence and Enthusiasm are demonstrated at every level.

United Learning, and Academies within the Yorkshire Cluster, demonstrate a strong commitment to staff CPD and staff wellbeing. If you join our schools you will be inducted, supported and developed in a deliberate way from before you even take up post. Our status as an Academy Trust enables highly competitive rates of pay progression and our employee schemes, such as Perkbox, are an attractive feature of employment.

Above everything, we put young people first and seek to recruit adults who share this view. We work with students, parents and families to provide a structured, supportive experience that enables them to achieve as well as they possibly can and become excellent scholars and rounded individuals. We insist on classrooms and corridors that are respectful, orderly places where everyone is expected to display positive and mature attitudes.

Applying for a new job is a huge investment of time and emotional energy. The recruitment decision has to be right for employee and employer. I would encourage you to seek out any information you need in order to make the important decision to apply and we welcome visits to our schools in advance of applications wherever this might be helpful.

I do wish you the very best with your application and thank you again for considering us.

Best wishes,

Laura Moore
Regional Director
United Learning

Section 4 – Letter from the Principal of Fir Vale Academy



Dear Candidate

This is an exciting and important time for our Academy. We are on a significant journey of transformation, with high ambitions for our students, our staff and the community we serve. As part of United Learning, one of the country's leading education groups, we are working at pace to build a culture and curriculum that delivers exceptional opportunities for every child.

Fir Vale Academy is a proudly diverse and inclusive 11–16 school in the heart of Sheffield. Our community is one of our greatest strengths and we are deeply committed to ensuring that every student experiences success, belonging and aspiration during their time with us.

Over the last year, we have strengthened routines, raised expectations and driven towards an environment where students and staff can thrive.

We are looking for colleagues who are values-driven, resilient and committed to making a genuine difference. In return, you will join a supportive and ambitious team, with access to the extensive professional development, collaboration and career opportunities that United Learning provides.

I hope this application pack gives you a flavour of both our journey and our ambition. If you would like to learn more about the role or visit the Academy, we would be delighted to hear from you.

Thank you again for considering Fir Vale Academy as the next step in your career.

Best wishes,

Danny Bullock
Principal
Fir Vale Academy

Section 5 – Job Description



Job Description

Post title	United Pathways (UP) Manager
Salary	Band 4
Responsible to	Vice Principal
Role purpose	Responsible for the day-to-day co-ordination and leadership of United Pathways (UP), including oversight of student provision, behaviour, intervention strategies, reintegration support and personalised pathways.
Relevant qualifications	<ul style="list-style-type: none">• Educated to a high standard with equivalent of GCSE Grade C (Grade 4) in English and Maths• First Aid at Work qualification or willingness to undergo first aid training• Team Teach or willingness to undergo training

The postholder must, at all times, carry out their duties and responsibilities within the spirit of United Learning and academy policies and procedures, and within the legislative framework applicable to academies.

Role Summary

Purpose of the Post:

You will be responsible for the day-to-day leadership and co-ordination of United Pathways (UP), including staffing, student timetables, attendance oversight and the implementation of personalised support plans. Using behaviour, attendance and safeguarding information to inform practice, you will work closely with Pastoral Teams, Senior Leaders, SEND, safeguarding and external agencies to coordinate effective interventions and ensure students are supported both academically and personally.

The successful candidate will play a key role in creating a calm, structured and inclusive provision that enables students to re-engage successfully with education, develop positive behaviours and make sustained progress towards reintegration, mainstream success or appropriate next steps.

Key Responsibilities

Although not an exhaustive list the following gives an indication of the role and associated responsibilities.

United Pathways (UP) Provision:

- **Day-to-Day Management:** Oversee the daily operations of United Pathways (UP) to ensure the provision operates effectively, consistently and in line with Academy expectations. This includes oversight of staffing, timetabling, student placements, intervention spaces and daily routines.
- **Student Attendance and Engagement:** Monitor and support the attendance, punctuality and engagement of students within UP, ensuring appropriate follow-up and communication with families where required.
- **Data Analysis and Impact Evaluation:** Analyse behaviour, attendance, safeguarding and academic data to evaluate the impact of interventions and provision pathways. Provide clear evidence of outcomes and regularly share findings with Pastoral Teams and Senior Leaders.

Student Support and Intervention:

- **Behaviour and Pastoral Support:** Provide targeted support for students who require additional behavioural, pastoral or emotional intervention to successfully engage with education and Academy expectations.
- **Collaboration on Student Progress:** Work collaboratively with Academy leaders, curriculum areas and support services to coordinate appropriate learning pathways and monitor both academic and behavioural progress.
- **Intervention Coordination:** Coordinate targeted interventions in partnership with safeguarding staff, SEND, SEMH provision, external agencies and Year Teams, using student information and data to inform provision planning.
- **Reintegration and Personalised Pathways:** Lead and oversee reintegration planning for students returning to mainstream education, alongside the development of personalised pathways for students requiring alternative approaches to learning and support.

External Provision:

- **Alternative Provision and Off-Site Direction:** Coordinate the implementation, monitoring and documentation of alternative provision placements and off-site direction arrangements where appropriate.
- **External Agency Liaison:** Work closely with external agencies and professionals to secure additional support and positive outcomes for vulnerable students and families.
- **Collaboration with Other Schools and Services:** Develop and maintain effective partnerships with schools, Trust colleagues and wider services to share best practice and strengthen provision opportunities.

Leadership:

- **Line Management:** Provide line management and day-to-day direction for relevant support staff working within UP, ensuring effective deployment and high professional standards.
- **Culture and Expectations:** Support and implement the Academy's behaviour, recognition and support systems consistently to promote a calm, safe and purposeful environment.

- **Stakeholder Engagement:** Build and maintain strong relationships with students, parents/carers, families and the wider community to enhance engagement, attendance, behaviour and student outcomes.
- **Record Keeping and Compliance:** Maintain accurate, organised and consistent records relating to interventions, safeguarding, provision plans and student support in line with Academy expectations and statutory guidance.

Additional Academy Wide Responsibilities

- **Student Supervision:** Undertake supervision duties as required before and after Academy, during lunch and break times, as part of the Academy's duty rota.
- **Educational Visits and Activities:** Supervise students during off-site visits, trips, and other external learning activities as required.

Other Responsibilities:

- Carry out any other related duties as may reasonably be required, in agreement with the Principal.

General

- Develop excellent working relationships with colleagues internally, centrally and externally.
- Be an effective and flexible member of the team.
- Ensure any documentation produced is to a high standard and is in line with the in-house style.
- Participate in training and other learning activities as required.
- Participate in the Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- To represent the academy at events as appropriate.
- To support and promote the academy and United Learning's ethos, playing a part in strengthening relationships between academies within the cluster and between the academy and central office.
- To be aware of, and comply with, United Learning's policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To actively participate in continuous professional development and act as a positive role model across the academy and Trust.
- The above duties are not exhaustive and the post-holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Principal and Human Resources.

- This job description will be kept under review and may be amended via consultation with the individual, Principal and Human Resources as required.

Information

The need to adapt working hours around the business need of the academies and Cluster is an expectancy of the job role.

The information contained above is to help staff understand and appreciate the work content of their post and the role they are to undertake in the organisation. However, it should be noted that whilst every effort has been made to outline all duties and responsibilities, a document such as this does not permit every item to be specified in detail. Broad headings have therefore been used in which case all the usual associated duties are included in this job description.

This job description will be reviewed annually as part of the performance management process and may be subject to amendment or modification at any time after consultation with the postholder. Elements of this job description and changes to it may be negotiated at the request of either the postholder or the incumbent of the post.

I accept my job description and job title as detailed above.

Name (print)	
Sign	
Date	

Section 6 – Person Specification



Person Specification

Post title	United Pathways (UP) Manager		
Salary	Band 4		
Education and Qualifications	Essential	Desirable	
Educated to a high standard with equivalent of GCSE Grade C (Grade 4) in English and Maths	X		
First Aid at Work qualification or willingness to undergo first aid training	X		
Completion of or working towards additional professional qualifications relevant to this post		X	
Recent relevant professional learning and development		X	
Experience	Essential	Desirable	
Working effectively to support pupils with evidence of high expectations that inspire and motivate	X		
Working with pupils and families to raise standards of personal development, behaviour, welfare	X		
Proven ability and experience to manage pupil behaviour effectively to foster a safe learning climate	X		
Experience dealing with emotional intelligence aspects (self-esteem, anger management, bereavement)	X		
Awareness of importance of raising standards of attendance and punctuality	X		
Understanding of the impact of working with outside agencies	X		
Knowledge & Skills	Essential	Desirable	
Knowledge of diverse barriers to learning and how to identify and address them	X		
Ability to lead, motivate and develop effective team working across school and partners	X		
Effective use of ICT and technology	X		
Ability to work constructively as part of the pastoral team	X		
Knowledge and understanding of safeguarding issues, procedures and protocols	X		
Training in strategies for engaging students and working with families		X	
Teamwork	Essential	Desirable	
Recognises the contribution and achievement of colleagues.	X		
Keeps colleagues, stakeholders and/or customers informed of progress.	X		
Treats others fairly, openly and consistently.	X		
Expresses disagreement or challenges views calmly, constructively and tactfully.	X		
Supports and co-operates with colleagues.	X		

Personal Attributes	Essential	Desirable
Commitment to Academy vision and collective responsibility	X	
Caring and empathetic	X	
Flexibility to cope with diverse needs of the post	X	
Resilience to work under pressure	X	
Patience	X	
Positive, personable and optimistic	X	
High level of commitment and attendance in current role	X	
Ability to reflect on performance	X	
Trustworthy, organised and reliable	X	
High expectations of self.	X	
The ability to act on advice and be open to coaching.	X	
A commitment to extra-curricular activities.	X	
A continued interest in developments in Teaching and Learning	X	
The ability to motivate others.	X	
The ability to establish effective working relationships with individuals, groups and organisations.	X	
The ability to remain calm and diffuse situations.	X	
The demonstration of a concern for excellence in one's professional work and the achievement of students.	X	
A commitment to support the Academy's aims, vision and ethos.	X	
Adaptability and resilience, with the ability to cope professionally with periods of work pressure with a sense of proportion.	X	
Energy and commitment to professional responsibilities and to the betterment of all students.	X	
A willingness to contribute to the wider life of the academy.	X	
Curious, enquiring, and keen to learn from education research		X

Section 7 – The Appointment Process

These notes are intended to guide you when making an application.

The Application Form

The application form is accessible via the 'Apply' link on the job advertisement. Please complete the application form neatly, fully and accurately, including exact dates. You are requested to submit a concise application. CVs are not accepted.

Education and Training

State your qualifications and any training you have undertaken relevant to the post.

Present Appointment

Make it clear what your present post is, which establishment you work in and who your employer is.

Previous Appointment

When completing this section it is important that you offer a continuous record, or an explanation of any gaps to allow full account to be taken of your experience, for example, child raising, voluntary work.

Referees

Suitable referees are people who have direct, recent experience of your work and who are in responsible positions. References will be taken if the candidate is successfully short-listed for interview. We may need to contact them at short notice so please be specific with regard to contact addresses including e-mail and telephone numbers.

The Supporting Statement

The supporting statement is regarded as a very important part of your application. You should make statements that demonstrate how your qualifications and experience match the post.

Arrangements for Interview

Shortlisted applicants will be contacted as soon as possible after the closing date. Referees are contacted prior to the interview stage for teaching and support staff posts. We would ask that all shortlisted applicants read the safeguarding information on the academy website/s prior to attending the interview.

The Interview

Candidates will be invited to interview at the academy during which time they will have the opportunity to meet staff and students and see the academy at work.

Feedback

Feedback is offered to those candidates who are shortlisted, interviewed and not recommended for appointment. It is hoped that this information will help you with future applications.

Section 8 – Visitors/Contacts



Fir Vale Academy

The best in everyone™

Part of United Learning

Fir Vale Academy
Owler Lane
S4 8BG

Website: <https://www.firvale.com>

Email: enquiries@firvale.com

Telephone: 0114 2439391

As part of United Learning our aim is to bring out ‘the Best in Everyone’ and we continuously strive to ensure that students and staff have every opportunity to succeed, with their potential developed to the utmost.