Welcome Guide
Welcome to Pathfinder

I believe that a good Multi Academy Trust is founded on shared values and a focus on school improvement; and we now have the chance through this larger learning community to further strengthen high quality teaching and learning; to improve even more outcomes for children; to offer staff more opportunities to share best practice and drive up standards; to share resources; to increase capacity; and to reach out to other schools in a spirit of co-operation. As a standalone academy since 2011, Archbishop Holgate’s School has built increasingly close and productive relationships with City of York Council and all schools in the Trust fully intend - and expect - this positive relationship to continue.

The role of the Trust Board is absolutely key to the effectiveness and strategic direction of the Trust, as are the Local Governing Committees to the individual school communities within the Trust. Directors and Governors provide strategic leadership and accountability. However Pathfinder is not a centralising organisation. The Board believes that strength comes from the diversity of our schools (large and small, church and community, primary and secondary) and we have been careful to enshrine within the Trust the rights of all schools to maintain their current ethos and to ensure their history and local context will be fully respected; and for schools that are performing well we want to offer the maximum amount of earned autonomy to their Local Governing Committees and leadership teams.

Great schools open doors for children into futures and opportunities they didn’t even dream existed. We look forward to creating and delivering ‘other tomorrows’ for our schools and our communities.

I do hope that you find what you need from our Welcome Guide; do please get in touch if you have any further questions or feedback about the work of the Trust or its schools.

John Hattam
Chairman of the Board
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.
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.
Our vision and values

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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.

““The Multi Academy Trust is a fantastic opportunity to work in a more formalised partnership and to share our strengths with great schools.”"  
Michael Carr, Headteacher  
Heworth CE Primary School
Celebrate

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Our partner schools

**Archbishop Holgate’s School**
Hull Road, York, YO10 5ZA
Archbishop Holgate’s is a flourishing 11 to 18 Church school with outstanding exam results, high quality teaching and learning and an inspiring curriculum all of which are underpinned by the school’s Christian values of Justice, Compassion, Forgiveness and Trust.

**Badger Hill Primary School**
Crossways, Badger Hill, York, YO10 5JF
Badger Hill is a close knit community with a focus on teaching pupils to have sound core values with an emphasis on respect for others, mutual understanding and the celebration of diversity. Children have a firm foundation to be the best they can in the future.

**Clifton with Rawcliffe Primary School**
Eastholme Drive, Rawcliffe, York, YO30 5TA
Staff and children learn together in a calm and creative environment that focuses on the development of basic skills. Children learn to work with confidence and independence in open plan learning areas that offer creative and flexible approaches to teaching.

**Hempland Primary Academy**
Whitby Avenue, Stockton Lane, York, YO31 1ET
Hempland’s creative approach to make learning engaging, purposeful and irresistible aims to bring out the best in all children. Underpinned by an ethos of Care, Growth and Success, Hempland is an outstanding place for children to learn, grow and flourish.

**Heworth Church of England Primary School**
53 Heworth Road, Heworth, York, YO31 0AA
Heworth is a thriving Church school whose core aim is to ‘help each child to flourish’. Through Christian values of Forgiveness, Trust, Compassion and Endurance, we aim to provide a rich learning experience for all pupils to succeed.

**New Earswick Primary School**
Hawthorn Terrace, New Earswick, York, YO32 4BY
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.

**St Lawrence’s Church of England Primary School**
Heslington Road, York, YO10 5BW
St Lawrence’s has a desire for all children to feel they can achieve anything with the support and guidance of their teachers and through the Christian values of Caring, Considerate and Courageous. The school works to ensure that all children reach their full potential.

**Tang Hall Primary School**
Sixth Avenue, Heworth, York, YO31 0UT
A combination of traditional values and innovative and creative educational practice, Tang Hall is a vibrant and inclusive school with a determination to provide the best education possible for the children of Tang Hall and neighbouring areas.
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.
Effective governance is at the heart of any successful school, academy or multi academy trust and we have worked hard to ensure that our model of governance will deliver this. The diagram above provides a summary of what governance looks like in our Trust. Further details can be found within the Scheme of Delegation on our website.

In short there are three levels: The Members who have a wholly strategic view of the Trust, setting out the vision and values and ensuring they are adhered to.

The Trustees ensure the Trust delivers on its aims and provides support and challenge to individual schools. They have a key oversight role as well as being involved in the management and delivery of Trust services. The Trust Board is made up of 11 Trustees with appointments based on skills but there must be a Foundation majority and a minimum of two independent Trustees.

The final group are the Local Governing Committees who are focused on the interests of the individual academies and include parental and staff constituents.

At Pathfinder we also have an important additional group within the structure which is not part of the governance; the Headteachers’ Group.

**Headteachers’ Group**

The Headteachers’ Group meet every week with the aim to improve the education and care for all our children and our school communities.

Colleagues work in a spirit of openness and trust for the benefit of all schools. The key focus of the group is to secure ongoing School Improvement in the form of high quality teaching and learning, curriculum and assessment planning and individual Continuing Professional Development pathways.

As the ‘engine room’ of the Trust the Headteachers’ Group reports to the Trust Board and informs the work of the Local Governing Committees.
Thrive

We generate positive and challenging learning environments which allow staff to grow and thrive through excellent professional development.
Teaching School

The Pathfinder Teaching School Alliance was designated in April 2014. The alliance has and will retain a small strategic core that focus on the priorities in the region. The overarching ethos of the Pathfinder Teaching School Alliance is to improve the educational provision for pupils and staff across York.

Mission Statement

- To work collaboratively in partnership, as a community of schools, to ensure all children are known and cared for as individuals.
- To demonstrate a commitment to every child, to provide the very best education and to maximise achievement.
- To share best practice and to provide an environment in which educational theory and practice can be observed, studied and practiced.
- To recruit and inspire a new generation of colleagues and existing teachers by establishing the very best professional development to support fellow professionals in raising standards and aspirations.
- To work collaboratively with other schools, the Church of England and educational institutions to establish a dialogue, to identify and implement change to continually improve practice at all schools.
- To develop through partnership and shared values a vision for education.

Initial Teacher Training (ITT)

Pathfinder Teaching School Alliance works with three different university providers. This allows for the creation of bespoke training routes for different subject areas, drawing on the individual expertise of specialist staff from each university.

- 3 Higher Education Institutions
- 69 Teachers Trained
- 36 Partnership Schools

Continuing Professional Development (CPD)

Pathfinder, in partnership with City of York Council, offers a high quality, cost effective programme which supports staff at every stage of their career. In addition to the professional development programmes Pathfinder also offers a variety of conferences and show cases which build on an already comprehensive programme list. These include a Headteachers’ Conference, a Mental Health Conference and an Early Years Conference. In addition, Headteachers half termly breakfasts and regular teach meet style events are extremely popular.

- 173 Courses Offered
- 2029 Total Delegates
- 152 Different Schools
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.
Benefits of **working together**

As a Trust we are committed to valuing the differences in our schools and developing the unique elements that each school offers to their communities. However there are certain functions in our schools that are better delivered centrally, leaving more time for school leaders to focus on developing their schools to provide the best all round education for all our pupils.

**School Improvement**

Our consistent approach to self-evaluation ensures that a clear, bespoke and sustainable approach to school improvement is embedded across all of our schools. We use data to provide a detailed analysis at both school and Trust level. This supports regular progress reviews that impact positively on curriculum planning and the quality of teaching and learning across all year groups. The data is also used to review our schools’ performance to enable resources to be deployed strategically and according to need.

All Headteachers meet each week to discuss individual school and Trust progress and are lead by the Executive Headteacher who has a clear strategic overview of standards in each school. The Head of Primary Education works in all schools across the Trust and develops and monitors individual school improvement. Each school also benefits from external scrutiny provided by a Senior Primary Specialist. The Deputy Head of the Pathfinder Teaching School Alliance is responsible for sourcing all individual and Trust-wide CPD and training requirements.

Best practice throughout our schools is identified and disseminated through peer challenge, senior and middle leader working groups, joint and cross phase training, specific school based visits and external scrutiny. As a Trust we are committed to the Professional Development of all our staff and we have a bespoke Career Pathways Programme to ensure that we recruit, develop and retain the very best colleagues.

We have a central services team who work to build capacity and help to ensure that school leaders can focus on the vital work of school improvement. Our school improvement model is adaptable and sustainable. As we further develop our internal capacity, a comprehensive system of peer review and support will be embedded.

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**Trust Services**

- Dedicated Human Resources and payroll team across the Trust.
- High quality expert financial leadership ensuring procurement of the highest standards.
- Site and facilities management and support.
- IT systems support and development across all schools.
- Cleaning provision centralised for all schools.
- High quality catering provision for individual schools.
- Centralised data management resources.

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**The Trust has effective and bespoke CPD pathways for each member of staff**

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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.
Joining our Trust

Joining a Multi Academy Trust is an important decision and one that should result from a period of careful consideration and discussions with a range of potential partners. We have found it helpful to be really clear on the things that we consider important in making these decisions, the first of which is by far the most significant.

- Vision and values match with an unflinching determination to improve opportunities and outcomes for all children and young people.
- Consideration of why you want to join our Trust, how we can support your school and how you can contribute to the Trust.
- Maintaining a diverse portfolio that takes into consideration:
  - Average Ofsted grade across the Trust. A range of schools at different stages of their journey is vital.
  - Size of school, geographical proximity and links with the Pathfinder Teaching School.
  - Church school/community school balance.
- Willingness to undertake a thorough two-way due diligence process.
- Financial robustness.
- A desire to be part of a thriving community of middle and senior leaders.

"The Multi Academy Trust provides the best opportunities to ensure that the schools continue to deliver an excellent education for as many families as possible."

Andrew Daly, Headteacher
Archbishop Holgate's School
Pathfinder Multi Academy Trust is a private company limited by guarantee registered in England and Wales with company number 07559610. Registered office: Archbishop Holgate’s School, Hull Road, York, YO10 5ZA.