



Pathfinder

Multi Academy Trust

A Partnership of Church and Community Schools

Lead Practitioner of MFL with HoD responsibility

Payment on Leadership Scale

Archbishop Holgate's School

Closing date: Wednesday 7 March 2018

Interview date: Monday 12 March 2018



Archbishop Holgate's School

A Church of England Academy Founded 1546

We are looking to appoint an outstanding colleague to join our vibrant MFL department. The successful candidate will be part of a team that has worked hard to ensure that students both enjoy and can succeed in either French, German or Spanish. The successful candidate will be responsible for leading the MFL department in the next exciting phase of its development.

This role represents an exciting opportunity to join an extremely successful and forward-thinking school, committed to ensuring that it remains outstanding in all it does.

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 Pathways Programme and through working with colleagues across other Trust schools to develop skills and share innovative teaching and learning experiences.

Completed application forms should be posted or emailed to: Mrs Jacqui Sissons, Head's PA, Archbishop Holgate's School, Hull Road, York YO10 5ZA
jsissons@archbishopholgates.org





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.

As recently as 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 two years the A Level performance placed the sixth form in the top 1% of Post-16 providers nationally.

At KS4 the school consistently performs significantly above the national average, with the 2017 outcomes outstanding in all areas with a Progress 8 figure that places the school in the top 10% of all schools nationally.

Overall progress residual	+0.56
Maths progress residual	+0.40
English progress residual	+0.75
Ebacc progress residual	+0.47
Technical progress residual	+0.69

In April 2014 the Headteacher was invited to Downing Street to celebrate outstanding performance in State Education.

"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."

(YCP – June 2017)



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 inspirational leader in MFL to raise standards even higher in what is a dedicated department committed to providing all students with outstanding teaching in MFL. We are looking for a colleague who has the capacity to offer French or German teaching up to KS5, with the ability to teach another language (Spanish, German or French) to KS4. The role also includes the planned expansion of French or German into KS5, the planning of and recruitment for this course will be a key part of the role moving forward.

This is a crucial appointment for the school as we strive to continue to foster enthusiasm for languages and help our students achieve and succeed in the English Baccalaureate. Central to this position is the requirement to be a consistently outstanding classroom practitioner, with a track record of strong pupil outcomes, who is able to develop and implement teaching and learning strategies to support excellent standards, in both the department and the school as a whole.

We would expect the successful candidate to have knowledge of how progress is measured and strategies to ensure that students make outstanding progress in the reformed MFL GCSE qualifications. Understanding of a range of effective intervention strategies is crucial to this role, as is the ability to motivate and inspire as a Lead Practitioner of Languages.

The Lead Practitioner for MFL will play a central role in the support of colleagues, chiefly within the department but also within the wider school, with a clear focus on improving outcomes and pupil motivation. The successful candidate will demonstrate an understanding of how to effectively support colleagues in the development of their teaching practice. They will drive forward improvements through coaching and mentoring and take a lead on providing professional support for colleagues where appropriate, leading on CPD practices within the languages department. The successful candidate will need to have a comprehensive knowledge regarding 'best practice' in languages teaching and take an evaluative approach to innovative curriculum design, drawing on a range of research outcomes.

A summary of key aspects of the role include:

- Leading the Modern Foreign Languages team in all areas of their work. This will include planning, reporting, data analysis, and all aspects of teaching and learning and exam results across the department.
- Fostering a culture of excellence where all students are challenged and supported to achieve their best.
- Make rigorous use of tracking and assessment data to provide timely and effective intervention.
- Developing resources for the reformed KS4 courses that will allow all students to make outstanding progress from their starting points.
- Providing a model of best practice, both within the MFL department and the wider school.



Benefits of working at Pathfinder

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.

CAREER PATHWAYS

with Pathfinder Multi Academy Trust

Recruit Develop Retain

What we will do

- Create a bespoke pathway to develop your talents and ambitions
- A commitment to providing you with the highest quality research proven CPD training
- Access to skilled leaders and mentors
- Expert in school practitioners to model and coach

What do we expect from you?

- Give you opportunities for development from initial teacher training to senior management
- Engagement with CPD to develop exemplary practice
- Willingness to be pro-active with the latest research and methodology
- Participating, developing and leading others in best practice

THE 8 STEPS

The 8 steps give a clear model of progression for your career with Pathfinder Multi Academy Trust.

There will be opportunity for you to explore specialisms and project work.

Our experienced team will guide and tailor each step to suit you and regular reviews in line with the performance management cycle will help you to reflect and evaluate your own progress along the way!

PHASE	TARGET GROUP
1	ITT Programme Apprenticeship
2	NQT programme Engage with training and research to impact on practice. High aspirations for children and young people. Collaborate with colleagues to develop and inform practice.
3	Effective teaching programme Engage with training and research to impact on practice. High aspirations for children and young people. Contribute to in school CPD and possible wider MAT delivery. Collaborate with colleagues to develop and inform practice.
4	Middle Leader programme Participation and engagement with Middle Leadership training. Leading an initiative to impact school improvement. Commitment to developing own teaching and learning. Develop and effective understanding of data and how to use it to inform practice. Begin to evaluate, lead and support peers in areas of expertise. Support PMAT where needs is identified.
5	Senior Leader programme Participation and engagement with Senior Leadership training. Developing accurate evaluation of the practice of others. Developing effective communication and feedback to colleagues to improve practice. Increased contribution to development of school improvement. Making contribution to the wider development of schools across the MAT. Making contribution to a range of CPD opportunities with PTSA. Develop a school based role phase leaders/assistant heads/teaching leaders or MAT based roles/SLE or core subject leaders.
6	New to headship Participation in a nationally recognised qualification; e.g. NPQH. Engagement across the MAT schools. Develop and deliver CPD for PTSA when requested.
7	Established Headteachers Engagement in wider CPD opportunities. Engagement with MAT network of headteachers. Engagement with wider senior colleagues at network meetings. Engagement with research and new learning via self-study and research. Engagement with strategic support across the MAT when required. Engagement with CPD delivery and development in PTSA when requested.
8	Executive Heads/CEO Engagement in wider CPD opportunities; including visits to other MAT/schools/educational sites of excellent practice. Engagement with MAT network of headteachers. Engagement with wider senior colleagues at network meetings. Engagement with research, including collaboration with local research school and EEF, new learning via self-study and research. Engagement with strategic support across the MAT when required. Engagement with CPD delivery and development in PTSA when requested.

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):

Teachers' Pension Scheme

Pathfinder MAT contributes an additional 16.48% of your salary.

Support Staff Pension Scheme

LGPS – Pathfinder MAT contributes an additional 19.9% of your salary.

For more information please visit:

www.teacherspensions.co.uk 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

Childcare Vouchers

Pathfinder MAT use Fideliti as the childcare voucher provider. Once you have registered with them they will send invoices to the MAT on a monthly basis for the value of the vouchers you want. The MAT will then deduct the same value from your gross pay each month so that your taxable pay is lower that it otherwise would be. Fideliti deal with all of the administration of childcare vouchers with you and your childcare provider directly.

For more information about the scheme please visit: www.fideliti.co.uk/default.aspx



Benefits of working at Pathfinder

Employee Assistance Programme



Education Support Partnership

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 confidential 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.

How?

They provide assistance with:

- **Short-term financial emergencies.**
- **Essential, but unaffordable items or costs, which contribute to improving your health and wellbeing.**
- **Helping you to stay in or get back to work by helping with all sorts of costs.**

The fund assists with a wide range of needs, some of which are listed here.

- **Mortgage Arrears.**
- **Rental Arrears.**
- **Council Tax Arrears.**
- **White Goods e.g. fridge, washing machines etc.**
- **Car costs e.g. Car Tax and travel costs e.g. public transport costs.**
- **Bankruptcy and Debt Relief Orders (DRO) – you will need to provide confirmation that you have discussed your circumstances with a money advisor.**
- **Building repairs - the fund is only able to assist home owners.**

For items not listed please do get in touch.

They also link and work with charities, unions and other funds to give grants for more expensive items, as well as with organisations who can help you improve your long-term financial health overall by:

- **Helping you budget effectively.**
- **Making agreements with your creditors to reduce monthly debt commitment.**
- **Providing information regarding your possible benefit entitlement.**