Pathfinder
Multi Academy Trust

Providing an excellent education from age 2 to 19

Head of School

Heworth CE Primary School

Start date: January 2027

Closing date: Thursday 15 October 2026 at midday

Interview date: Wednesday 21 October 2026

Heworth CE Primary School has an exciting opportunity for an ambitious and talented classroom practitioner, with leadership experience, ready to take their first step into a headship role.

We are seeking a passionate and driven teacher who will help build on the school's many strengths and play a key role in shaping its future. Working collaboratively with the Executive Headteacher, the Head of School will support the continued growth of the school, ensuring it continues to thrive.

Heworth is a small, welcoming and ambitious Church of England primary school at the heart of its local community within the Heworth area of York. Our pupils are well behaved, enthusiastic and eager to learn. Staff work within a nurturing and supportive environment where every child is encouraged to succeed.

The role offers a unique and supportive pathway into headship, with the successful candidate benefitting from the guidance and support of both an Executive Headteacher and wider Trust leaders.

The post holder will also have access to professional development through the Pathfinder Leadership Academy and Flourishing Leaders Programme, alongside wider training delivered by both Pathfinder Multi Academy Trust and Pathfinder Teaching School Hub.

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.

GRADE/SALARY

L3 - L7, dependent on skills and experience
Full time, permanent position

REPORTS TO

Executive Headteacher and the school's Local Governing Committee

HOW TO APPLY

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

Mr A Daly, Chief Executive Officer
Pathfinder Multi Academy Trust
Archbishop Holgate's School
Hull Road, York, YO10 5ZA

Email: recruitment@pmat.academy

COME AND SEE US

We warmly welcome visits from prospective applicants who would like to find out more about the school and the Head of School role.

Visits can be arranged on **Tuesday 6 October** or **Tuesday 13 October**, providing an opportunity to look around the school, meet colleagues and pupils and get a feel for our community.

If you would like to arrange a visit, or would welcome an informal conversation with Andrew Daly, the Trust's CEO, about the role before applying, please contact us at info@pmat.academy.

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About our School

Heworth
Church of England Primary School

Heworth CE Primary School is a small, welcoming and ambitious school at the heart of its local community in the Heworth area of York. With around 140 children from Reception to Year 6, we offer the opportunity to work in a close-knit school where relationships matter, everyone knows each other and every individual can make a real difference.

Our Christian vision and values of Courage, Perseverance, Respect and Compassion shape the way we work together, creating a caring and inclusive environment in which children and adults are encouraged to flourish.

We are ambitious for our children and for our staff. We are committed to providing a rich and engaging education that enables every child to develop their talents, discover their interests and grow in confidence, while ensuring that staff have the support, collaboration and professional opportunities they need to thrive.

As part of Pathfinder Multi Academy Trust, Heworth benefits from being part of a wider family of church and community schools across York and North Yorkshire, providing opportunities to share expertise and contribute to the development of education across the Trust.

For someone looking to join a school where they can build strong relationships, contribute to a positive culture and have a genuine impact on children's lives, Heworth offers a rewarding place to work.

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About our Trust

Formed in August 2016, Pathfinder is a successful and well-established Multi Academy Trust serving more than 6,700 children and their families in schools across York and North Yorkshire. Over the past decade, we have grown into a strong and flourishing partnership, bringing together schools that share a commitment to providing the very best education.

We are a supportive learning community; a partnership of like-minded church and community Schools, where a clear and ambitious vision for a high-quality, inclusive education sets the course and permeates all areas of school life. We believe every child should feel a strong sense of belonging, be supported to achieve their potential and have the opportunity to flourish, whatever their starting point or circumstances.

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 activities. We work collectively to share expertise, resources and effective practice across our schools, helping to create the very best experiences and outcomes for our children and young people.

Achievement comes in many different forms and we work together to serve and inspire, nurturing aspiration and promoting excellence in all our students. We are committed to ensuring that every child has the opportunity to discover their strengths, develop their talents and build the confidence they need to succeed in school and beyond.

We value the uniqueness and diversity of each school, celebrating their distinctiveness and the contributions they make to the wider Pathfinder community. By working together, while retaining the individual ethos and character of each school, we create a strong, collaborative and supportive partnership that benefits our children, families and staff.

Setting the course

Leading the way

Serving and inspiring

Our family of schools

- Acomb Primary School
- Applefields School York
- 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
- Great Ouseburn Primary School
- Hempland Primary School
- Hensall Community Primary School — Part of the White Rose Federation - One family, branching out together
- 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

We are looking for

- A classroom teacher able to demonstrate excellent standards and outcomes.
- A leader with high expectations of excellence and strong communication skills, who will inspire and develop the staff team with an open, supportive approach.
- A leader who understands the ethos and values of the school and will be committed to upholding and promoting its Christian distinctiveness.
- A leader who is enthused by teaching and can manage the role of Head of School alongside a regular part-time teaching position.
- A leader able to work with the Executive Headteacher to manage daily operations, school routines and the school environment.

We can offer

- A happy and caring community in a supportive Multi Academy Trust.
- Highly committed and passionate governing body, staff and families.
- Happy, well-behaved and thoughtful children who enjoy challenging learning.
- Executive Headteacher oversight to provide support and development.
- Considerable support from our Multi Academy Trust for personal and professional development.

Key responsibilities

- **Operational Leadership:** Manage daily operations, school routines, and the school environment.
- **Teaching and Learning:** Ensure high-quality curriculum delivery, monitor pupil outcomes, and improve standards.
- **Staff Management:** Support the Executive Headteacher to recruit, mentor, and performance-manage staff, including supporting professional development and performance.
- **Strategic Planning:** Support the Executive Headteacher to develop and implement school improvement plans in line with organisational vision.
- **Partnerships and Communication:** Build positive relationships with parents, the governing body and local community.
- **Resources and Compliance:** Support the Executive Headteacher to manage school budgets, staffing resources, and ensure health and safety compliance.

Key skills and qualifications

- **Leadership Experience:** Proven experience in senior educational leadership, typically as a phase or subject lead or assistant headteacher.
- **Qualified Teacher Status:** Deep understanding of pedagogy, curriculum development, and quality assessment.
- **Communication Skills:** Strong verbal and written communication for stakeholder engagement.
- **Strategic Thinking:** Ability to interpret data to inform decisions and drive improvement.
- **Management Ability:** Skilled in performance management, coaching, and motivating staff.

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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

Our career pathways programme for teaching staff begins with Initial Teacher Training and supports colleagues throughout their career, from becoming an excellent classroom practitioner to progressing into middle and senior leadership roles and beyond.

At Pathfinder we:

- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide the highest quality research-proven CPD.
- offer access to skilled leaders and mentors.
- give staff opportunities for development from Initial Teacher Training to senior management.

SUPPORT STAFF

Support staff in our schools benefit from our Learning, Training and Development programme, which aims to ensure that all colleagues have access to the skills, knowledge, qualifications and resources they need to fulfil their roles to the highest standard. The programme provides opportunities for colleagues to develop their expertise, build confidence and continue their professional development, supporting both their current role and future career aspirations.

At Pathfinder, support staff will:

- be confident in fulfilling 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 LEADERSHIP ACADEMY

Partnering with the National Society for Education, the Pathfinder Leadership Academy has been designed to identify, develop and support colleagues to progress into positions of middle leadership and beyond.

Pathfinder Teaching School Hub

Proudly delivering Initial Teacher Training and Education, Appropriate Body services, the Early Career Framework and National Professional Qualifications across our urban, rural and coastal school communities.

Pathfinder Education Partnership

Working in partnership with our urban, rural and coastal school communities to champion, sign-post, design and deliver high-quality professional development across Yorkshire and the Humber.

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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

Pathfinder staff are offered membership of either the Teachers' Pension Scheme, or for support staff, the Local Government Pension Scheme. As well as the employee paying into the scheme (banded, based on earnings) the Trust also pays into the scheme on the employee's behalf at the following rates (regardless of earnings).

Local Government Pension Scheme
The Trust contributes an additional 19.9 of your salary.

Teachers' Pension Scheme
The Trust contributes an additional 28.68% of your salary.

STAFF BENEFITS PLATFORM

Perkbox, our employee benefits platform, gives staff access to all of our benefits in one easy to use and convenient place. Perkbox 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 schemes.

CSSC SPORTS AND LEISURE

Our staff benefits scheme with CSSC gives 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 a free health and wellbeing portal for courses, classes and content.

TES MAGAZINE SUBSCRIPTION

Pathfinder staff have free access to the online TES magazine, helping you stay up to date with the latest education news, expert analysis and developments in teaching and learning. With a wide range of articles, insights and practical ideas, TES provides a valuable resource to support your professional knowledge and development.

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

The First Bus Commuter Travel Club provides employees with exclusive discounts on work and leisure travel using First Bus services. The scheme offers a convenient and cost-effective way to travel, helping to save money on regular journeys as well as travel during free time. 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.