Pathfinder
Multi Academy Trust

Providing an excellent education from age 2 to 19

Learning and Regulation Practioner

Applefields School

Required from: As soon as possible

Closing date: 22nd October 2026

Interview date: w/c 2nd November

Applefields School
York

We are looking for experienced and committed professional to complement the work of our teaching staff by taking responsibility for agreed learning activities under an agreed system of supervision to Applefields pupils including those with moderate, severe and SEMH needs, children with additional needs on the Autistic spectrum, challenging behaviours, complex medical needs, and PMLD.

About the school

We are a secondary school for children and young people with additional needs based in the Burnholme area of York. We have embedded classes at secondary mainstream schools in the city and post-19 provision in partnership with Askham Bryan College.

Our students are at the heart of what we do, and with them we will help them to achieve their aspirations. Our school is a rich and vibrant place and one where each young person receives an individual opportunity to learn, grow and achieve.

For more information, please visit our school website applefieldsschool.co.uk. To discuss any aspect of the role, please contact us on 01904 553900.

GRADE

Grade 7—Level 1 to 4 (£32,536 to £34,840—proo rata to hours and weeks)

CONTRACT

Permanent—Term Time only

34.25 hours per week

Mon—Fri 8.30am—4.00pm and 4.30pm on a Wednesday

REPORTS TO

Lead Practioner—Regulation and Behaviour

HOW TO APPLY

Completed application forms should be posted or emailed to:

Sam Willsden—School Business Manager
Applefields School
Bad Bargain Lane
Burnholme
York YO31 0LW

Email: swillsden@applefields.pmat.academy

ADDITIONAL INFORMATION

Applefields school 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 conducted on all shortlisted candidates. These checks are carried out in accordance with Keeping Children Safe in Education (KCSIE) guidance to determine suitability to work with children and young people and keep them safe.

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About our School

Our school is a rich and vibrant place and one where each young person receives an individual opportunity to learn, grow and achieve.

We are a secondary school for young people with additional needs. We have embedded classes at secondary mainstream schools in the City.

Our students are at the heart of what we do, and with them we will help them to achieve their aspirations.

We want our students to 'Own their futures' and live and prosper in society.

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About our Trust

Providing an excellent education from age 2 to 19

Setting the course

Leading the way

Serving and inspiring

Formed in August 2016, Pathfinder is a successful, well-established Multi Academy Trust serving more than 6,600 children and their families across York and North Yorkshire.

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

Pathfinder 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
- 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

Job Description

Main Purpose of Job

To complement the professional work of teachers by taking responsibility for agreed learning activities under an agreed system of supervision.

Core Responsibilities, Tasks and Duties

Works in partnership with the lead for regulation and behaviour, within an agreed system of supervision. Works with individual pupils and small groups in off site settings to deliver planned learning and regulation interventions.

Acts as liaison between other support staff, teachers and the Senior Management Team.

Uses own initiative to assess and evaluate pupils' needs and leads the delivery of learning and regulation activities by application of specific skills, knowledge and experience with and of pupils and area of curriculum, as agreed with the lead for regulation and behaviour under an agreed system of supervision.

Takes responsibility for planning challenging teaching and learning objectives, linked to individual EHCP outcomes. Evaluates and adjusts work plans as appropriate to meet pupils' needs.

Selects and prepares appropriate resources to lead learning and regulation activities.

Monitors, evaluates, records and provides reports on pupils' responses and evidence of progress towards outcomes within agreed strategies.

Works in partnership with other adults involved in the education, health and care process and liaises with external professionals and parents/carers in relation to specific areas of responsibility; including taking the initiative to establish links here necessary.

Attends and contributes to regular multi-disciplinary team meetings with staff, external professionals and parents regarding pupils.

Contributes to the school improvement plan by taking lead responsibility for specific areas of work or policy development that are appropriate to the skills, knowledge and experience as identified by the Senior Management Team.

Risk assess, organise and lead off site activities outside of the classroom under an agreed system of supervision.

Follows all school policies and procedures, in particular: School's Health, Safety and Security Policy, Child Protection Policy, Behaviour Management Policy, Inclusion Policy, Equalities Policy and Data Protection Policy.

Participates as required in the school's performance management and supervision systems and take part in appropriate training and development activities

Makes appropriate use of ICT and adhere to policies relating to it, within their work in line with the school's systems of working

Supervision/Management of People

May be required to line manage other staff, including responsibility for the allocation and monitoring of work, appraisal, performance management and training.

Creativity and Innovation

- Monitors and is responsive to pupil learning and behaviour at all times; requires forward thinking and the use of fresh ideas to encourage pupils to learn, to be well regulated and maintain safety for themselves and others
- Monitors and is responsive to pupils' needs and communication which will require creativity and innovation when reviewing learning and interventions in light of changing circumstances.
- Communicates effectively with school leads and other external professionals from social care and health and with parents whenever the need arises and recognises the need to communicate.
- On the basis of their knowledge and understanding of pupils, needs and responses to learning and behavioural presentation, contributes actively to the planning and review of the differentiated curriculum and individual education plans/individual behaviour plans by recommending changes in targets or provision to the teacher.
- Provides advisory support and contributes to the professional development of colleagues in relation to their specialist area of expertise.
- Use current pedagogy to deliver creative support to meet the complexity of behavioural presentation of the

Contacts and Relationships

Internal

Contributes to teachers and the lead for regulation and behaviours planning, teaching and assessment of the curriculum and personalised plans - daily. Enables pupils' access to the planned curriculum and meets personal, social, emotional and mental health needs – daily. Takes part in provision or whole school meetings as required. Supervises the work of other supporting staff on a daily basis to allocate and monitor workload and share any concerns and problems regarding personnel issues.

External

Provides information about pupils' progress, strategies and issues e.g. therapists, nurses, specialist teachers and implements joint recommendations through regular multi-disciplinary team meetings. Shares and discusses pupils' progress and needs and family needs with parents and recommends strategies/courses of action as required. Providing information to other destination provisions and school – to discuss the transfer of pupil data.

Resources

The member of staff will not be expected to be responsible for a delegated budget.

Work Environment

Work demands

Need to implement activities in lessons and interventions as planned also working to other deadlines eg EHCP contributions, contributions for MDT meetings. Also need to implement actions in relation to specialist area of expertise as required. Work may be subject to some change and interruption eg unplanned absences of staff and children, unexpected visits by parents and professionals and also when supervisory duties are called for.

Physical demands

Involves supporting pupils in settings and in the community which may have sustained periods of physical activity, involving bending, crouching, lifting, walking and running. There may be additional sporting activities as part of provision. Meeting pupils' personal care needs, physical interventions with pupils, moving children with physical disabilities, following approved procedures.

Work Environment

Working conditions

Work will take place in classroom environments but also in the community and outdoors - therefore all weather conditions as required. May also involve visits in the home.

Work context

Risk of verbal abuse, physical harm and a range of complex behavioural presentations from pupils and members of the public who behave aggressively.

Risk of injury from dangerous behaviours and moving and handling pupils with physical disabilities

Risk of exposure to bodily fluids when assisting incontinent children with their personal hygiene.

Risk of infection when dealing with unwell children.

May also involve visits in the home – following recognised procedures.

Knowledge and Skills

- Knowledge of relevant training strategies for regulation and behaviour eg sensory processing, trauma informed practice, NAPPI
- Knowledge of relevant training strategies for learning eg literacy, numeracy, play, communication
- Excellent communication skills
- Excellent interpersonal skills
- Time management and organisational skills
- Excellent literacy and numeracy skills
- Ability to organise, lead and motivate a team
- Ability to self evaluate learning needs and actively seek learning opportunities
- Ability to relate well to children and adults
- Relevant knowledge of first aid
- Leadership skills
- Effective use of ICT to produce appropriate resources to support learning
- Knowledge of personalised timetables and bespoke curricula
- Knowledge of child development and children's personal development needs
- Knowledge of the implications of common disabilities in children for school and families of pupils
- Knowledge of social and emotional development
- Ability to participate fully in physical interventions, in pupil personal care routines and in moving and handling pupils with physical disabilities safely, using appropriate mechanical and other lifting devices, following recognised procedures.
- Experience of working in a relevant discipline in a learning environment
- Experience of working in multi-disciplinary teams - with health and social care partners

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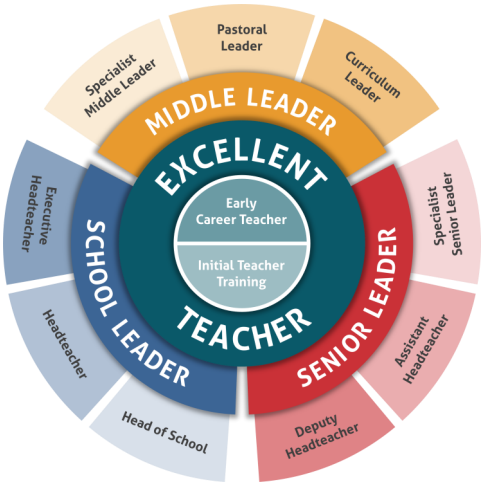
Professional Development

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

For our teaching staff, we have a career pathways programme which starts with Initial Teacher Training and progresses through to Executive Headteacher. At Pathfinder we:

- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide staff with 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

Our career pathways programme for support staff aims to ensure that all colleagues are equipped with the necessary skills, qualifications and resources to fulfil their roles to the highest standard. At Pathfinder, our support staff will:

- be confident in fulfilling their role to the highest level.
- have an understanding of how their role fits into the wider organisation.
- act as a source of support, advice and guidance to 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

Pathfinder Education Partnership

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.

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

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

Local Government Pension Scheme
We contribute an additional 19.9% of your salary.

Teachers' Pension Scheme
We contribute an additional 28.68% of your salary.

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 and the option to spread the cost of purchasing items straight from your salary through the home and electronics and cycle to work benefits.

CSSC Sports and Leisure

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

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.

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

As part of the First Bus Commuter Travel Club, Pathfinder employees benefit from discounts on work and leisure travel using First Bus services. 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.