



Pathfinder

Multi Academy Trust

*Providing an excellent education from age 2 to 19*

# Deputy Headteacher Inclusion and Engagement

## Archbishop Holgate's School

Required from: September 2026

Closing date: Friday 15 May at 8.00am

Interviews: W/C Monday 18 May

At Archbishop Holgate's School, we are committed to ensuring that every student - regardless of background or circumstance - can thrive within a culture of high expectations, care, and achievement. This Deputy Headteacher role offers a unique opportunity to shape and drive an ambitious, evidence-informed inclusion strategy, championing the success and wellbeing of our most vulnerable students.

Working closely with the Headteacher and Trust colleagues, the successful candidate will provide strategic leadership of the whole school approach to inclusion, ensuring it is embedded across all aspects of school life and that no student is left behind. This will involve support and care for vulnerable students as well as all aspects of student attendance, parental engagement and safeguarding. In addition, the role will include the strategic oversight of those responsible for SEND.

We believe that Archbishop Holgate's is 'no ordinary school' and is an excellent place to work, a view confirmed by excellent Ofsted and SIAMS outcomes over the past two decades.

Our staff are friendly and supportive and our students are polite, hardworking and keen to succeed. As such, this post represents an exciting opportunity to join a very successful, high-achieving, forward looking and fully-subscribed Church of England comprehensive school.

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 Hub. In addition, colleagues will benefit from being part of the Pathfinder Multi Academy Trust Career Pathway Programme, and through working with colleagues across other Trust schools, develop skills and share innovative teaching and learning practices.

### Salary Grade

L18 - L22 (Dependent on skills and experience)  
Full time, permanent position

### Reports to

Headteacher

### How to apply

Completed application forms should be emailed to Ross Laird: [rlaird@academicis.co.uk](mailto:rlaird@academicis.co.uk)



**Archbishop Holgate's School**

A Church of England Academy Founded 1546

Archbishop Holgate's School  
Hull Road, York  
YO10 5ZA

T: 01904 411341

W: [www.archbishopholgates.academy](http://www.archbishopholgates.academy)

## Come and see us

If you would like an informal discussion about the role or to arrange a visit to see the school, please contact our retained consultant Ross Laird on **07901 585959** or email [rlaird@academicis.co.uk](mailto:rlaird@academicis.co.uk) to make an appointment.





Pathfinder

Multi Academy Trust

# About our School



**Archbishop Holgate's School**

A Church of England Academy Founded 1546

*"I have come that they may have live, and have it to the full."*

- John 10:10

Archbishop Holgate's is a flourishing school signified by outstanding examination results, high-quality teaching and learning, and an inspiring curriculum, which are 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*



Archbishop Holgate's celebrated some of its strongest GCSE and post-16 results in 2025 ranking it as the highest performing comprehensive school in North Yorkshire.





Pathfinder

Multi Academy Trust

# About our School



## *Values, Care, Achievement*

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 Holgate's they do so as well-rounded young people with the skills, qualities and relevant qualifications to help them shape their own futures and benefit the communities they belong to.

In 2026, the school was delighted to have achieved excellent SIAMS and Ofsted outcomes, building on its previous outstanding judgements over the last two decades.

At Key Stage 5, the Sixth Form has consistently performed in the top 5% of all Post 16 providers. The school also consistently performs significantly above the national averages for all groups of students at Key Stage 4. Over the past five years, the Progress 8 score has averaged almost +0.5 and over the same period disadvantaged students have, on average, performed as well as all students nationally.

Archbishop Holgate's regularly features within the top ten state schools in the north in the annual Sunday Times Parent Power Schools Guide.

*"The Christian vision drives leaders' actions creating an aspirational and deeply inclusive culture. Through this, students and adults are known, loved and cherished as the unique individual they are. Consequently, they flourish."*

SIAMS 2026

*"The school values of 'justice, compassion, forgiveness and trust' are lived out by staff and pupils on a daily basis. Pupils and students achieve extremely well at the school. They are fully prepared for their next steps, both post-16 and post-18."*

Ofsted 2026



# Job Description

## Specific Responsibilities

- Deputy Headteacher of Inclusion and Engagement.
- Strategic leadership of the whole school approach to inclusion, specifically support for vulnerable students, parental engagement, attendance and safeguarding.
- Strategic oversight of those responsible for SEND.

## Strategic leadership of whole school inclusion and support for vulnerable students

Lead on high-quality provision for disadvantaged students by:

- Designing and publishing the annual student Premium Strategy Statement using the DfE template.
- Delivering on the Trust's disadvantaged strategy by translating objectives into high-impact, classroom-focused actions with clear lead staff and a termly implementation timetable.
- Monitoring the impact of provision by using a concise dashboard that tracks measurable indicators.
- Providing clear and timely information, data and reports for key stakeholders to include: Trust Headteachers' Board and the Local Governing Committee.
- Leading on the monitoring of the strategy within the classroom to ensure student specific targets are being effectively implemented in the classroom.
- Managing the student Premium budget, ensuring spending aligns with the EEF's 3-tiered approach: High-Quality Teaching, Targeted Support, and Wider Strategies.
- Monitoring the financial 'value for money' of interventions and allocation of funds based on data and evidence of impact.
- Working with the Deputy Headteacher, to assist on Student Progress for disadvantaged students.

Championing LAC, PLAC, Travellers and Young Carers by:

- Championing provision for vulnerable groups by being the Designated Teacher for Looked After Children (LAC) and Previously Looked After Children (PLAC).
- Ensuring high-quality Personal Education Plans (PEP) for students including working with the Virtual Head.
- Overseeing the work of the DDSL who leads on the identification and support of Young Carers, ensuring their unique home responsibilities do not become a barrier to their education or mental health.
- Working with CYC on strategies to support increased engagement, attendance and attainment for our small minority of traveller students to ensure they thrive.



## Job Description

### Strategic leadership of student/parental engagement and attendance

Strategic leadership of attendance by:

- Leading on the school attendance strategy, securing excellent attendance for all students, using the DfE benchmarks and similar schools' comparison to show evidence of impact.
- Utilising the school's systems to present clear reports to stakeholders including the Headteacher, SLT, LGC, link Trustees and Trustees.
- Overseeing student attendance figures and the system for tracking this, ensuring that there is appropriate follow up and intervention for individual students causing concern.
- Analysing attendance trends to identify where barriers to learning are preventing students from accessing school and coordinating resulting attendance strategy or plans.
- Implementing a targeted attendance strategy specifically for SEND, PP, and LAC students to reduce persistent absenteeism.
- Providing support, strategies and CPD for colleagues.
- Providing support, strategies and interventions for students and their families who are struggling to achieve good attendance to school. This includes working on the CYC pilot, Inclusive Attendance Programme.
- Line Management of the Attendance Team, including the Strategic Lead for Attendance.

Strategic leadership of student induction, including transition by:

- Leading on the tracking and monitoring of destinations for vulnerable students at both post 16 and 18 to intervene where appropriate and to ensure those at risk of being a NEET are supported in their next steps.
- Overseeing the induction of vulnerable or potentially vulnerable students to the school, to help students swiftly feel settled in a welcoming and friendly environment where they feel that they belong, and to ensure that schools understand the school's values and expectations.
- Leading on the transition of Year 6 vulnerable students, working with primary schools, families and/or external agencies.
- Working with Leaders across the Trust, on establishing the Trust Multiple Vulnerable tracker as a tool to support Year 6 into 7 transition.

Strategic leadership for parent engagement by:

- Leading on the development of a focused parental engagement strategy aligned to the school vision (Values, Care & Achievement), with a focus on hard- to reach parents. This should have measurable targets and an implementation timeline.
- Designing and oversee practical, evidence-informed communications and offers (learning-focused messages, termly workshops, targeted outreach) that increase two-way dialogue and parent confidence to support learning.
- Launching the strategy with staff (senior leaders, form tutors, WBIM team), monitor uptake and impact for target groups, adapting provision where appropriate.



## Job Description

### Strategic leadership of safeguarding

Strategic leadership of safeguarding by:

- Acting as the school's DSL, being reportable to the Headteacher and LGC.
- Leading the safeguarding team.
- Acting as the first point of contact for safeguarding concerns, taking timely action.
- Attending and, where required, leading strategy meetings, multi-agency meetings and child protection conferences; preparing and presenting succinct, factual updates on student welfare and school actions.
- Providing day-to-day support, advice and coaching to staff regarding safeguarding concerns, recognition of harm (including online harms), and appropriate recording and referral routes.
- Coordinating and delivering regular safeguarding training and briefings for staff (including induction for new and part-time staff), ensuring training completion is logged and that key messages are repeated termly.

### Strategic oversight of those responsible for SEND

Working closely with those responsible for SEND by:

- Ensuring Quality provision for SEND students by monitoring the impact of the school's SEND Support programme (ILPs).
- Line managing Senior Leaders and the SENCO who have oversight of the SEND provision across the school to ensure Statutory compliance of all Education, Health and Care Plans and the delivery of the school's "graduated approach" (Assess, Plan, Do, Review) across all departments.
- Staying abreast of the latest evidence-informed practice (including the February 2026 "Every Child Achieving and Thriving" recommendations) including: reviewing and updating the SEND strategy termly to reflect the white paper's expectations on early identification, inclusive classroom approaches, targeted family support and use of local services; train staff on any new guidance and monitor impact.
- Monitoring and tracking of SEND progress and achievement by contributing to the work of the Deputy Headteacher, who leads on Student Progress on the monitoring of SEND achievement.
- Overseeing personalised support timetables for students who require additional help with managing their emotions during the school day (liaise with Inclusion team) are coordinated.
- Having a clear oversight of the wider SEND and Inclusion Team which is shared with stakeholders such as LGC members, SLT and Trust leaders.
- Developing a coordinated response to liaison with external agencies to support vulnerable students.



# Pathfinder

Multi Academy Trust

## 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





Pathfinder

Multi Academy Trust

# 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.



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.



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.



Pathfinder

Multi Academy Trust

# 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.