

# WORKING FOR



**PATHFINDER  
SCHOOLS**  
Inspiring greatness

**“I wanted to join Pathfinder Schools  
as I was attracted to the Trust’s  
values – a belief that anyone can  
find their own greatness always  
strikes a chord with me and I know  
that the Trust really believes in its  
students and staff.”- Pathfinder  
Schools colleague**



# ABOUT US



**3199  
Pupils**

## OUR ACADEMIES:

- Havelock Infant School
- Havelock Junior School
- Hawthorn Community Primary School
- School
- Loatlands Primary School
- Montsaye Academy
- Rothwell Victoria Infant School
- Rothwell Junior School
- Rushton Primary School
- Wilbarston CE Primary School



**9 Schools**

Pathfinder Schools is a growing family of Academies, made possible by our talented staff and volunteers. We are fortunate to support pupils from nursery age up to post-16, and are proud of the contribution we make to local families throughout their children's education.

Collaboration is one of our greatest strengths, it enables us to bring our colleagues together, when we work together we innovate whilst becoming stronger as individuals. We celebrate collaboration and independence.



**520 Staff**

**"As a group of schools, we continue to grow stronger through collaboration and have seen some dramatic improvements as a result of our close working relationships"**  
**Ann Davey-CEO-Pathfinder Schools**





Our values of **COLLABORATION**, **HUMANITY** and **INDEPENDENCE** drive every decision we make.

Our Central Team and Academy colleagues share these values and we hope you will too.



## OUR PURPOSE

We exist to deliver the very best educational outcomes for every learner. Based upon a foundation of independence, we empower young people to broaden their horizons and open their minds to new opportunities.

## OUR VISION

At the heart of every Pathfinder School is the belief that life is about more than success; it's about greatness. The secret to finding this greatness lies in our everyday actions that make life more fulfilling and more rewarding for us and those around us.

## OUR VALUES

Our values stand at the very core of everything. They are the centre from which all we do and say radiates, guiding the way that we work together.

# CAREER DEVELOPMENT & TRAINING



Being part of Pathfinder Schools offers a fantastic opportunity to develop yourself. As a Trust we actively encourage collaboration and the sharing of good practice; we believe that by developing a love of learning and having the highest expectations, all members of the Pathfinder Schools community can achieve and inspire greatness.



**"We seek to  
empower our staff"**

## EARLY CAREER FRAMEWORK

We are proud to partner with the Best Practice Network (BPN) and Outstanding Leaders Partnership (OLP) to offer the new Early Career Framework to develop the next generation of teachers.

## NATIONAL PROFESSIONAL QUALIFICATIONS (NPQ's)

Pathfinder Schools are working with Best Practice Network

(BPN) and Outstanding Leaders Partnership (OLP) to offer the new National Professional Qualifications (NPQ) training programmes to schools

As a leading provider of National Professional Qualifications (NPQs), we develop the leadership capabilities of thousands of middle leaders, senior leaders, headteachers and executive leaders across the country every year.



# PROFESSIONAL DEVELOPMENT

Pathfinder Schools is committed to recognising and developing the potential of our colleagues. We believe that for our colleagues to realise their aspirations and thrive at work we need to invest in them.

Pathfinder Schools is in the process of developing a professional development framework which will include pathways to, Leadership, Learning & Classroom Support, Business & Operations, Technician and Bespoke programmes.

Our pathways are being developed in partnership with our colleagues. To do this we have established staff led focus groups, and are using data from staff surveys and exit interviews.

## INDUCTION

As part of your welcome to our Trust we offer an outstanding induction programme to support you to learn all about us, our values, our schools along with your colleagues and pupils.

Whether you're just starting your career journey or are progressing as a senior leader, we offer a diverse and exciting induction which will support you to thrive in your new role.



## PEER TO PEER COLLABORATION

Colleagues from across our Trust collaborate and work together on the development of the curriculum, blended learning, moderation and best practice.

We also have regular training sessions for middle leaders, SLT members and Heads to support career development, along with an ECT mentor programme.

# WELLBEING FOR EVERYONE

It's important to us to be proactive about staff feedback and really listen before implementing new wellbeing initiatives. To do this we;

- Ask-we invite Trust colleagues to participate in our wellbeing survey and leavers are asked to complete an exit questionnaire
- Collaborate-our Wellbeing Committee is made up of a wide range of school colleagues as well as representatives from our Central Team, Trust Board and Local Governing Bodies
- Train-all of our schools and our Central Team has at least one trained Mental Health First Aider
- Raise Awareness-as part of our Trust communications we highlight different aspects of wellbeing every month. We value life-work balance and want to help our colleagues to achieve a sustainable balance.
- Support-Each of our schools has a Wellbeing Hub with resources and signposts. Our Trust website has a wellbeing section which can be accessed by colleagues and members of the local community. We also produce termly wellbeing newsletters.
- Seek professional advice-we work closely with our Occupational Health provider to ensure our staff and their managers know how to support them to stay happy and healthy at work







# MENTAL HEALTH RESEARCH & INNOVATION



In 2021 we joined the Mental Health & Productivity Pilot (MHPP) in collaboration with the Charity Mind and leading Universities in the Midlands.

The research pilot is testing new approaches to providing mental health and wellbeing support to staff.

Colleagues participating in the study have access to resources explaining the psychology of emotion regulation and practical advice for self-care; sleep therapy; and individually tailored support from a Mind independent liaison worker.

As well as supporting those taking part, the trial results are used to measure the success and challenges of the new approaches, and our involvement alongside other Midlands employers will help to shape the future of mental health support in our workplaces.

# STAFF BENEFITS

Pathfinder Schools colleagues have access to the following;

- our Employee Assistance Programme offers free and confidential counselling which is available for you and your immediate family 24hrs a day, 7 days a week
- discounted membership at the Montsaye Community Sports Centre which includes a pool, gym, fitness suite and a range of classes
- access to the LGSS and Teachers' Pension Scheme
- terms and conditions in line with the School Teachers' Pay and Conditions Document (STPCD), National Joint Council, the Green and Burgundy Book
- Flexible and Family Friendly Policies
- enhanced occupational sick and family leave and pay





## WHAT OUR STAFF SAY

91% of our staff feel comfortable to ask colleagues for help.

"It is really nice to feel valued, supported and cared for. Great advice, great support"

78% of our staff say that our vision and values are clear. 90% of us feel that Trust values have been embedded into school culture

62% of our staff say that communication at Pathfinder Schools is good or very good. An impressive 39% above the national benchmark

Inspiring greatness- In our 20/21 staff survey 87.5% of responses exceeded against the national benchmark.

"We are a team. I feel very looked after and cared for, just as I care for them."

Our workplaces - 70% of staff feel satisfied or very satisfied with the environments we work in, 8% above the national benchmark.

"My success as a teacher here has built on the shared ideas of colleagues and I truly believe that by working together we will achieve even more".

"Leadership is strong and I feel I can go to them with anything"

82% of staff say support and relationships at Pathfinder Schools are good or very good.



# DIVERSITY, INCLUSION & EQUALITY

Pathfinder Schools lives its values of Collaboration, Humanity & Independence. We believe that when people feel respected and included they can be more creative, innovative and achieve greatness.

We are committed to an inclusive workforce that represents many different cultures, backgrounds and viewpoints. Our employee lifecycle processes are designed to prevent discrimination against our colleagues.

While we have more work to do to advance diversity and inclusion we're committed to moving our Trust and the education sector forward. We hope you'll help us to do this.

Many of our staff work flexibly, when our colleagues ask for a change we don't ask why-if it's important to you it's important to us. We can't always say yes but we promise to try our best.

All our staff are trained in equality and diversity, and in 2021 we'll be rolling out Stonewall training on Delivering a LGBT Inclusive PSHE and RSE Curriculum. All staff are provided with unconscious bias training as part of their induction and annual training.

We are committed to raising awareness of the importance of equality, diversity and inclusion. In 2021 we celebrated International Non-Binary Day by sharing information and resources with staff on the importance of the use of pronouns.



83% of leavers believe the Trust is committed to promoting equality, diversity & inclusion

We're proud to be



80% of leavers say that Pathfinder Schools is inclusive

In 2021/22 we're launching our first diversity, inclusion and equality staff survey



**We are always interested in applications from talented and passionate leaders, teachers and support staff who want to work in a place that embraces open-minded and creative thinkers.**

**Our current vacancies are listed on the vacancies section of our website.**

**We'd also like to invite you to join our Talent Pool-if the job you're looking for isn't available today then email our HR team to confirm that you'd like to join our Talent Pool. We'll get in touch with you when your ideal job comes up.**

**To join our Talent Pool email our HR team on [recruitment@pfschools.org.uk](mailto:recruitment@pfschools.org.uk) confirming the type of post you're interested in and how we can get in touch with you.**

**WORK  
WITH  
US**



**<https://pathfinderschools.org.uk/join-us/join-pathfinder-schools>**





# PATHFINDER SCHOOLS

Inspiring greatness



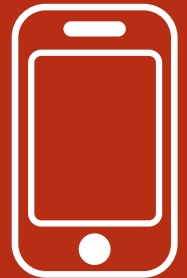
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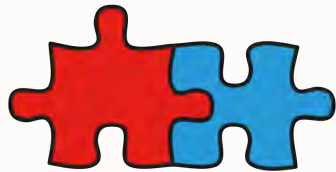
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Rothwell Schools



**Loatlands**  
Primary School



**HAWTHORN**  
COMMUNITY PRIMARY SCHOOL

