**Headteacher – Pathways School**

*A Unique Opportunity to Reimagine Education and Influence the Sector*

Are you ready to escape the "death by assessment" treadmill and reignite your passion for education?

At **Pathways School**, you’ll find a small but mighty community with big ambitions. This is your chance to lead dynamically, innovate boldly, and get back to what you do best: inspiring change and creating meaningful impact in the lives of SEND and SEMH learners.

**Why This Role Is Different**

This isn’t just a job—it’s a calling.  
Pathways School is offering an extraordinary opportunity for an exceptional leader to shape the future of education for learners with Special Educational Needs and Disabilities (SEND) and Social, Emotional, and Mental Health (SEMH) needs.

This is a place where you can **lead with creativity, compassion, and purpose**, free from the rigid confines of traditional education systems. If you’re passionate about reimagining what education can be, this role is for you.

**About Pathways School**

Pathways School is more than a school; it’s a **movement**. We believe every learner has untapped potential waiting to be discovered. Inspired by Sir Ken Robinson’s vision of discovering “The Element”—where natural talent meets personal passion—we empower learners to thrive emotionally, socially, and academically.

At Pathways, we are:

* **Small in size, but mighty in vision**: A close-knit team focused on creating extraordinary outcomes.
* **Innovators**: Championing trauma-informed, employment-focused learning pathways.
* **Advocates for inclusion**: Reimagining traditional education to celebrate diverse skills and talents.
* **Ambitious**: Part of a growing organisation with plans to expand into a trust of 10 schools.

**What Makes This Role Unique?**

* **Be the Catalyst for Change**: This isn’t about maintaining the status quo. You’ll lead a pioneering model of SEND and SEMH education, influencing practices across the sector.
* **Lead Dynamically**: Enjoy the autonomy to shape a bold vision while being supported by a passionate, like-minded team.
* **Make a Real Impact**: Help learners uncover their unique potential, celebrate their successes, and prepare for life beyond school.
* **Escape Bureaucracy**: Step out of the traditional "tick-box" culture and focus on what truly matters—transforming lives.
* **Innovate Boldly**: Drive partnerships with employers to create real-world opportunities and implement trauma-informed practices that improve outcomes.

**Why Join Pathways School?**

* **A Small but Mighty Team**: You’ll lead a close-knit team that’s committed to achieving extraordinary outcomes for learners.
* **A Place to Be Dynamic**: This role allows you to bring your vision to life in an environment free from excessive bureaucracy.
* **Opportunities for Growth**: As part of an expanding organisation, you’ll have access to unparalleled leadership opportunities as we grow into a network of 10 schools.
* **A Sector-Shaping Opportunity**: Collaborate with employers, policymakers, and stakeholders to influence education nationally.

**Who Are We Looking For?**

We need an **inspirational leader** who is ready to take education back to its roots: empowering learners to thrive, discover their passions, and prepare for a bright future.

You will thrive in this role if you:

* Are driven to redefine education for SEND and SEMH learners.
* Want to escape traditional constraints and innovate with bold ideas.
* Are passionate about equipping learners with the skills and confidence to succeed in employment and adulthood.
* Value trauma-informed education and the importance of nurturing both learners and staff.
* Want to lead dynamically, inspire a team, and make a meaningful impact.

**Job Description**

**Job Title: Headteacher**

**Responsible to: The Local Governing Board (LGB) and Chief Executive Officer (CEO)**

**Salary: Competitive, based on experience**

**Purpose of the Role**

To provide strategic and operational leadership for Pathways School, ensuring the delivery of high-quality, trauma-informed education tailored to the needs of learners with SEND and SEMH. The Headteacher will create a safe, nurturing, and aspirational environment, ensuring all learners thrive academically, socially, and emotionally, and are prepared for employment, independent living, and life beyond school.

1. Leadership and Strategy

* Provide and deliver clear, visionary leadership and management aligned with the mission and values of Pathways School.
* Develop and implement the school’s strategic plan in collaboration with the Local Governing Board and senior leadership team.
* Foster a culture of inclusion, high expectations, and continuous improvement.
* Promote the school’s trauma-informed ethos, ensuring practices support the wellbeing and development of all learners and staff.
* Lead a growing team, ensuring alignment with the school’s vision and values as the organisation expands its reach and capacity.

2. Teaching, Learning, and Curriculum Development

* Ensure the curriculum is ambitious, inclusive, and aligned with the needs of learners.
* Lead the development of trauma-informed, person-centred approaches to teaching and learning.
* Oversee the development of skills-based and employability-focused learning opportunities.
* Lead the integration of Preparing for Adulthood (PfA) pathways.
* Drive dynamic pupil progress, ensuring robust tracking systems are in place to monitor and celebrate academic, social, and personal development.

3. Safeguarding and Wellbeing

* Act as the Designated Safeguarding Lead (DSL).
* Promote a culture of safeguarding and pastoral care across the school.

4. Staff Leadership and Development

* Lead, inspire, and manage a small, dedicated team of teaching and support staff.
* Oversee staff recruitment, retention, and development.
* Prioritise staff wellbeing and workload.
* Empower the growing team with professional development opportunities and a culture of collaboration and innovation.

5. Operational and Financial Management

* Manage the school budget effectively.
* Oversee the use and maintenance of school resources and facilities.

6. Governance and Accountability

* Report to the Local Governing Board and CEO on school performance.
* Ensure compliance with statutory and regulatory requirements.

7. Transition to Employment and Preparing for Adulthood

* Foster a presumption of employment for all learners.
* Develop partnerships with employers and provide meaningful work placements.

8. Community and External Relations

* Foster positive relationships with stakeholders.
* Advocate for trauma-informed education and SEND learners.

**Equal Opportunity Statement:**  
We are committed to fostering an inclusive environment where diversity is valued, and everyone is treated with respect. We welcome applications from all sections of the community and will consider adjustments to support candidates with disabilities.

**Apply Now**

This is your chance to step into a role where you can **lead with vision, innovate with purpose, and create lasting change**.

**Contact Us**  
For more information, contact:  
**Claire Cookson, CEO**  
Email: claire.cookson@pathways-ed.org

To apply, please email for our full application form:  
**Debbie Seagrove, Human Resources**  
Email: hr@pathways-ed.org

Closing Date: Monday 24th February 2025   
Interviews: Week of 10th March 2025