



# Candidate Information Pack





## An Introduction to Kingfisher Schools Trust

### *Welcome to Kingfisher*

First and foremost, I would like to thank you for your interest in applying for a role within Kingfisher Schools Trust and our family of secondary and primary schools. This is an exciting time to join our Trust, and we look forward to welcoming applicants who are passionate about contributing to our school's success and furthering the development of our students.

Kingfisher is effectively a new trust providing direction, support and challenge to seven schools in Suffolk and Norfolk. We have a mission to provide exceptional education for our pupils. We seek to have a deep understanding of our local communities but to have ambitions for young people equal to those of the very best schools and academy trusts anywhere in England.

The trust exists for the following key purposes, to:

- support individual schools to be able to achieve more than they could alone
- provide continuity and clarity
- be a champion for successes and be resilient and reliable when there are challenges
- appoint and support the very best leaders to make an incredible difference to young people's life choices and to keep investing in these leaders to sustain them in their important work
- provide exceptional support through trust and local governance, and expert support at the centre
- offer the guiding values, vision and strategic planning to create a framework for school improvement and marshal the resources needed to support this.

### *Kingfisher Spirit*

We want pupils of all ages in our schools to have access to experiences that enrich them personally and expand their view of the opportunities available to them. Moreover, we want our pupils to learn about the values, attitudes and behaviours that will help them to succeed in life, to make the most of these opportunities.

Kingfishers are known for many positive attributes in both ancient and modern cultures. They are a symbol of hope, joy, patience, peace, renewal and freedom of spirit.

As we embark upon our journey as a new trust, we will work with our pupils and our school communities to use this inspiration, to shape what the 'Kingfisher Spirit' will mean as we look to bring our values to life in the everyday experiences of our pupils.

This is a unique opportunity to make a real difference in the lives of our young people. If you are ready to embark on this journey with us and contribute to shaping the future of our schools, we encourage you to apply.

The Kingfisher Schools Trust team look forward to receiving your application.

## Our Purpose

### Achieving Success Together

Our work is focused upon creating 'life choices' for young people rather than 'life chances'.

We aspire for our schools to be places where it does not matter which class a pupil is in, because every adult is a highly effective expert in what they do, and every adult has an equal belief in the possibility and potential of young people.

We are committed to **Achieving Success Together**. As a new trust we recognise that our core purpose is to support individual schools to be able to achieve more than they could alone. We will provide continuity and clarity, be a champion for successes and be resilient and reliable when there are challenges.

Our work as a trust is to **appoint and support the very best leaders** to make an incredible difference to young people's life choices and to keep investing in these leaders to sustain them in their important work.

We will also **provide exceptional support** through trust and local governance, and expert support at the centre.

Most importantly, we will offer the guiding values, vision and strategic planning to create a framework for school improvement and marshal the resources needed to support this.

### Vision and Guiding Principles

Our mission and motto as a trust is **Achieving Success Together**.

Our vision captures the ambitions we have for the future and what we are all working towards whilst our principles guide what we do; they explain what is important to us.

#### Guiding Principles

Opportunity

Community

Excellence

#### Our Vision

**We are ambitious for every child in our trust schools, and we are dedicated to success for all.**

The decisions we make as a trust and the way we work is built upon what is right for the young people in our care.

**Each school will be a distinctive community that builds confidence in young people.**

Pupils will grow as individuals, work together and develop an understanding of the world around them.

**Every child will thrive in a strong school.**

Expert teachers, supported by strong leaders, bring to life a curriculum that gives pupils the knowledge and skills to succeed.

*Opportunity, Community, Excellence*



## Our Schools

As a group of schools, we value being part of a multi-academy trust. Collectively, we are starting to forge new pathways in key educational areas including (but not limited to) curriculum, safeguarding, behaviour, English as an additional language (EAL) and attendance.

This is the start of a journey towards consistency of principles and policies within our schools. Importantly, we value individuality and encourage our schools to maintain their character and uniqueness through their application of the agreed principles.

Collaboration is really important to us so that we can always be at the forefront of innovation; we celebrate success and work as a team to share great practice.

Our schools are amazing places to be. Staff go above and beyond to support families and develop communities. Children and young people are encouraged to be independent thinkers and resilient life-long learners. Ultimately, we aim to *Achieve Success Together*.





## Our Central Team



**Craig Morrison**  
Chief Executive



**David Watling**  
Chief Finance Officer



**Kate Coates**  
Director of Education



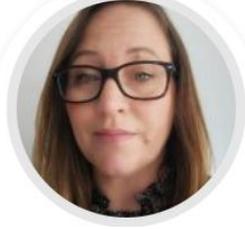
**Dynah Baller**  
Director of Human  
Resources



**Charlotte Read**  
Director of Operations



**Daniel Mayhew**  
Director of  
Community and  
Partnerships



**Lisa Taylor**  
Governance  
Professional



**Helen Wilson**  
Leadership Advisor

## Our Headteachers



**Lucie Hernandez**  
Headteacher:  
Stowmarket High  
School



**Rob Lee**  
Headteacher: Roman  
Hill Primary School



**Sarah Gallagher**  
Headteacher: Snape  
Primary School



**Gavin Hetherington**  
Headteacher: Alde  
Valley Academy



**Susan Bacon**  
Headteacher:  
Northgate Primary  
School



**Ben Newstead**  
Headteacher:  
Southtown Primary  
School



**Sarah Hartshorn**  
Headteacher: Sir John  
Leman High School  
and 6<sup>th</sup> Form



## Why be a part of the Kingfisher Team

At Kingfisher, we value our staff and aim to be an employer colleagues will recommend to others.

Our focus on Community is seen in our collaborative approach, with an open-door policy to leaders, constructive relationships with trade unions and annual surveys of our staff. We act on the feedback colleagues give to us. Furthermore, we are committed to providing a working environment where our employees can grow and thrive.

### Personal and Professional Growth

At Kingfisher Schools Trust, we believe that all staff should receive high quality, regular training and access to wider development opportunities. Within schools, staff have access to a range of CPD linked to the development priorities of each setting. At trust-level, we also provide a range of professional development opportunities including:

- National College access is offered to all employees so that they can access high-quality CPD that suits their needs, position and keeps them up-to-date with the latest regulations and good practice.
- Network group meetings for core subjects, attendance, safeguarding, SEND and ECTs.
- Early Career Teachers (ECTs) are supported by local Teaching Schools and members of the educational directorate.
- National Professional Qualifications (NPQs) are accessed in all of our schools to support teachers at middle and senior level to keep abreast of the latest research and pedagogical approaches.
- Apprenticeship Levy is used across the trust to support access to accredited courses.

### Fairness and Flexibility

At Kingfisher Schools Trust, we pride ourselves on being fully committed to equality and diversity best practices. We follow Teachers pay scales and Local government pay scales for fairness and transparency. We recognise the need for, and benefit of flexible and or hybrid working and are pleased to offer these where appropriate for the job role.

### Support and Wellbeing

At Kingfisher Schools Trust, we provide highly effective centralised support to our schools. This allows us to provide additional expertise to our schools, enabling school leaders to focus on school improvement and outcomes for children. We are dedicated to supporting the well-being of our staff by fostering a trust wide 'Workload and Wellbeing' strategy and an emerging 'Valuing People' strategy; with an emphasis on a balanced workload, providing resources for mental and emotional support, and promoting a positive and sustainable work environment.



## Staff Benefits



### Financial

- Competitive salaries
- Generous pension schemes for both teaching and support staff
- Employee Benefits scheme (Vivup) including salary sacrifice schemes for car lease
- Eligibility to join Blue Light Discount scheme



### Professional

- Clear job roles and accountabilities
- Focus on Continuing Professional Development
- Best Practice Networks
- Secondment and work placements opportunities for volunteers and early career employees to develop their expertise and ...



### Emotional and Physical

- Occupational Health Support
- Employee Assistance and Programme – face to face counselling and advice line
- Family Friendly policies
- Part-time and flexible working where possible
- Flu Jab Vouchers
- Eye care
- Supportive sick pay provision
- Cycle to Work Scheme



## How to Apply

All candidates are required to complete and submit an application form via My New Term- <https://mynewterm.com>. We do not accept CVs

All information contained in your application is treated confidentially.



We welcome part time or flexible working applicants and are committed to making work accessible for all. We are an Equal Opportunities Employer and ensure that those we hire and employ are suitably qualified persons and treated fairly regardless of their Age, Sex, Race, Disability, Pregnancy and Maternity status, Marriage and Civil Partnership, Religion and Belief, Sexual orientation or Gender reassignment.

Kingfisher Schools Trust is committed to safeguarding and promoting the welfare of children and young people and keeping children safe in education, our staff are expected to share and uphold this commitment. Appointments will be subject to satisfactory references, workplace health review and enhanced DBS check including the children's barred list check as required