



Academy Information for Candidates



**KINGFISHER
PRIMARY ACADEMY**

Astrea Academy Trust
LEARN, THRIVE, SUCCEED

Introduction



Dear Candidate,

Kingfisher is a primary school in the heart of its community. As Principal, I am immensely proud to lead such a **welcoming, hardworking** and caring team. Also, to be able to work with **kind, respectful children** who want to learn and develop their understanding of the world is a privilege!

We are a vibrant, friendly two form entry primary school. At Kingfisher Primary our vision is to provide an **inclusive environment** where children participate, reach their potential and are proud of their achievements. All children will: gain experiences which enrich their lives, become responsible members of society and be ready for secondary school.



We aim to establish a **strong partnership** with our families in order to help build an environment where children can thrive and reach their full potential.

With over 450 pupils at Kingfisher, including a 52 place nursery, we have a strong ethos of inclusion. We encourage all children to be **confident, independent learners**, caring for themselves as well as others around them. We set ourselves high standards of **respect, resilience and achievement**. As a team we are constantly striving to provide our children with the best possible education and a range of opportunities.

At Kingfisher Primary, our aim is to **empower children** in a life full of choices. We hope to provide experiences and the knowledge so that children can make informed decisions, encouraging children to take risks and to learn from their previous choices to help them to make better, informed choices as they move through life. We aim to foster a **love of learning** and **develop enquiring minds** through a curriculum especially tailored to our school and the needs of the children.



A key focus for leadership at Kingfisher relates to the well being offer for all staff. This offer focuses on creating a **work life balance** for all our staff; this filters through our policies, such as our Feedback Policy which makes responding to children's learning both meaningful and manageable using in the moment responses. We invest in **staff development** and work with our English and Mathematics consultants who provide ongoing training and development to support teaching and learning in classrooms from planning to how to resource teaching for all pupils.



Our curriculum drivers; heritage, knowledge of the world, cultural diversity, aspiration and healthy minds and bodies help our curriculum take shape. These drivers are our passions. We also place a high emphasis on the development of basic skills to support our children. We ensure that our children **value themselves** as unique individuals, respecting the differences and working together as a community to enable our children to develop as responsible citizens.



In addition to our ongoing investment in day-to-day staff wellbeing, we allocate **9 INSET days** annually. These provide valuable opportunities throughout the year for **team-based professional development**, with one INSET day specifically dedicated to staff wellbeing.

Over a number of years we have developed opportunities for families to engage with school through workshops, focusing on shared learning between parents and their children. We hope to continue our work on this over the coming years to **strengthen our community** links. Parent partnerships are regarded with upmost importance at Kingfisher. Only when working with families and sharing a common goal, do we achieve the very best for our children. We welcome visits to the school to experience the atmosphere, ethos and approach and to have an opportunity to meet the children and staff who make **Kingfisher a great place to be**.

Best wishes,

Catherine Skinn
Principal at Kingfisher Primary Academy





**Every achievement at Kingfisher reflects
our shared commitment to excellence.**

**Together, we celebrate progress,
embrace challenges**

and build a foundation for lifelong learning.

Get to know us



Welcome to Kingfisher Primary Academy

Kingfisher Primary Academy is a **dynamic and inclusive school** located in Doncaster. As part of the Astrea Academy Trust, the school is committed to delivering a **brilliant education for every child**, with a strong focus on academic excellence, personal development, and community engagement.

Vision and Values

Kingfisher Primary Academy shares Astrea's core values:

- **Scholarship** – Pursuing academic excellence through evidence-based teaching and high expectations.
- **Curiosity** – Encouraging children to ask questions, explore ideas, and develop a love of learning.
- **Tenacity** – Instilling resilience and determination to overcome challenges and achieve goals.
- **Our Vision** - Every child and adult should have the ambition to achieve their very best.
- **Every Child Needs a Champion** - Our staff members support and advocate for each pupil's success.
- **Respect as a Cornerstone** - We emphasise respect for oneself and others, fostering positive relationships.
- **Learning Together and Belonging** - Collaboration creates a sense of community and shared responsibility.

These values are embedded in every aspect of school life, helping children grow into confident, capable, and compassionate individuals.

Ethos and Culture

Kingfisher Primary Academy fosters a nurturing and respectful environment where:

- Every child is **valued and supported**.
- Children are encouraged to be **independent thinkers and responsible citizens**.
- Diversity is celebrated, and children learn to appreciate different cultures and perspectives.
- Staff and families work in partnership to ensure **wellbeing and academic success**.

Curriculum and Learning

The school offers a **broad and balanced curriculum** that:

- Builds on children's learning, prior knowledge and capabilities.
- Promotes high standards of literacy, numeracy, and oracy.
- Encourages intellectual curiosity and a love of learning.
- Supports all learners, including those with SEND and EAL.

Successes and Achievements

Kingfisher Primary Academy is recognised for:

- Its **strong leadership and inclusive ethos**.
- A commitment to **high standards of teaching and learning**.
- Creating a **safe and stimulating environment** where children feel happy and motivated.
- Active participation in trust-wide initiatives that promote teamwork, creativity, and community spirit.
- Its investment in **staff wellbeing**. From tailored professional development opportunities to a thoughtful approach to workload, Kingfisher prioritises wellbeing to ensure **staff feel supported**.

How to apply



Your application is your opportunity to shine and show us why you'd be a fantastic fit for our team. It plays a key role in helping us decide who to invite for interview, so we encourage you to include all the relevant details we've asked for. We're really looking forward to learning more about you—your experiences, your strengths, and what makes you stand out.

Tips for a great application

- **Be yourself** – we value your personality, values, and vision. We're looking for a great fit!
- **Read the recruitment pack and policies** - to ensure you align with our ways of working.
- **Tell us why you're right for the role** – highlight your skills and what makes you stand out.
- **Show your impact** – don't just list tasks; explain the difference you made.
- **Include all relevant qualifications** – we'll need to see certificates at interview.
- **List all experience** – paid, unpaid, and voluntary work all count.
- **Start with your current or most recent role** – and explain any gaps in employment for safeguarding purposes.
- **Provide strong references** – one should be your current or most recent employer. If you've never been employed, choose someone who can speak about your strengths and suitability to work with children.

All applications must be submitted through My New Term - the link to our careers page is: [Kingfisher Primary Academy](#).



Any questions?

Who do I contact to arrange a visit to the school?

If you'd like to visit the school ahead of submitting an application, please contact Kate Flint at office@astrea-kingfisher.org. We'd love to show you round and answer any questions you may have (depending on the number of requests, this may be a shared visit with other potential applicants). Likewise, a phone call or teams meeting may work for you - please reach out and we'll make it happen.

Where is the school based?

You can find **Kingfisher Primary Academy** based on Conventry Road in the DN2 area of Doncaster.

Click [here](#) to find us on google maps.

Who should I contact if I have any special requirements? If you're unable to complete our online application form and need some support, and/or you need our documents in an alternative format, for example, large print, please call or email office@astrea-kingfisher.org.

How long will it take for you to decide if I've been successful for interview?

This can vary depending on the number of applications we receive for each vacancy. Generally speaking, we do try our best to make our decision and contact applicants invited for interview within a week of the closing date.

Will I be notified if my application is unsuccessful and will I receive feedback? We know how much time and effort goes into an application and we really appreciate the time you've taken to apply for a job with us. During the shortlisting stage, your application status will be updated on MyNewTerm & you will receive an automated email from the system. Due to the volume of applications we receive, we're unable to provide feedback to unsuccessful candidates at the shortlisting stage.





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