



Khalsa Primary School

Candidate Information pack



Deputy Headteacher
Curriculum and Teaching Lead

Headteacher welcome

Dear Applicant

Thank you for your interest in joining our exceptional school community.

Khalsa Primary School is a unique and inspiring place to work, where ambition, collaboration and high expectations shape everything we do. Our staff team is dedicated, reflective, and committed to going above and beyond to provide the very best for our children.

At Khalsa Primary School, we support one another's professional growth and work collectively towards a shared vision: to be one of the best schools in the country. Our leadership team is deeply committed to nurturing and empowering staff at all levels, ensuring that everyone feels valued supported, and able to thrive.

As part of the Sikh Academies Trust, we welcome pupils from all backgrounds, cultures, and starting points. Our mission is simple yet powerful: to help every child learn, flourish, and grow into a responsible, kind, and aspirational citizen who contributes positively to the world around them.

We believe that every child should experience a world-class education, one that extends far beyond academic success. There is no glass ceiling here, and every pupil is encouraged to achieve their full potential, regardless of their starting point or individual needs. Our commitment to excellence was recognised in our Outstanding Ofsted rating, reflecting the high aspirations we hold for our entire school community.

Our curriculum is carefully planned and sequenced from Nursery to Year 6, based on the National Curriculum but enriched to create meaningful, memorable learning experiences. We offer a wide range of enrichment and extra-curricular opportunities to help children discover and develop their unique talents, interests and strengths.

We are delighted that you are considering joining Khalsa Primary School. This is a vibrant, values-driven, forward-thinking community where staff and pupils are encouraged to grow, lead, and make a difference. We hope you will be inspired by what you learn about us and choose to become part of our journey.

Mrs P. Dhaliwal
Headteacher

About us

Khalsa Primary School is a welcoming and high-achieving school, recognised for its strong values, nurturing environment, and commitment to every child's success. As part of the Sikh Academies Trust, we are rooted in Sikh principles while proudly inclusive - embracing children and families of all faiths and backgrounds.

Our ethos promotes kindness, selfless service, respect, and equality. These values guide every aspect of school life, and they help our pupils develop confidence, empathy, and a lifelong love of learning.

At Khalsa Primary School, we have high expectations for behaviour, learning, and personal growth. Through our strong moral foundation and ambitious curriculum, children are encouraged to aim high, work hard, and contribute positively to their community.

What Ofsted says

In our most recent Ofsted inspection, we were judged 'Outstanding', and inspectors praised our pupils, who "consistently behave with great maturity and kindness towards each other", and the strong relationships between staff and children.

A place to grow and thrive

We offer a broad, creative curriculum and a rich programme of enrichment that supports every child to reach their potential. Our dedicated staff work closely with families to ensure each pupil flourishes academically, socially, and spiritually in a safe and supportive environment.

The school is housed in a spacious, purpose-built building with exceptional resources. Our outcomes to date are significantly above national averages, and places at Khalsa Primary School are highly sought after, reflecting strong community confidence in the school. Leaders hold an unwavering vision that all pupils will achieve highly and develop into exemplary citizens.

Their belief that “better never stops” has driven the creation of an inspirational curriculum from Nursery to Year 6. Pupils across all year groups delight in their learning and are exceptionally well prepared for the next stage of their education.

	Khalsa Primary School 2023-2024	National 2023-2024	Khalsa Primary School 2024-2025	National 2024-2025
RW&M Combined				
% of pupils achieving the expected standard	81%	61%	85%	62%
Reading Combined				
% of pupils achieving greater depth	13%	8%	13%	8%
Reading				
% of pupils achieving the expected standard	88%	74%	93%	75%
% of pupils achieving greater depth	43%	28%	52%	33%
Writing				
% of pupils achieving the expected standard	90%	72%	90%	72%
% of pupils achieving greater depth	19%	13%	18%	13%
Maths				
% of pupils achieving the expected standard	88%	73%	93%	74%
% of pupils achieving greater depth	51%	24%	37%	26%
GPS				
% of pupils achieving the expected standard	90%	72%	94%	73%
% of pupils achieving greater depth	62%	32%	54%	30%

The role

Role: Deputy Headteacher (Curriculum and Teaching Lead)

Salary: L8 - L12

Apply by: Friday 15 May

Start date: September 2026 (or sooner)

Core Purpose: To provide strategic leadership for a knowledge-rich curriculum and digital transformation, ensuring academic excellence is rooted in a Sikh faith-inspired education that empowers pupils to prosper in a fast-changing world.

KEY RESPONSIBILITIES

1. Strategic Leadership & Ethos

- Vision & Ethos: Embody and promote the SAT vision and the three pillars of Sikhism (Kirat Karna, Vand Chakna, and Naam Japna) across all aspects of school life.
- School Improvement: Support the formulation, management, and monitoring of the School Development Plan (SDP) and Self Evaluation Form (SEF).
- Policy Impact: Review and develop school-wide policies, ensuring they are effectively implemented and analysed for their impact on pupil outcomes.
- Deputise in the absence of the Headteacher

2. Teaching, Learning & Assessment

- Curriculum Design: Lead the implementation of a highly ambitious, knowledge-rich curriculum that leverages digital transformation.
- Quality Assurance: Lead a rigorous cycle of monitoring (observations, work scrutiny, and pupil voice) to challenge underperformance and celebrate excellence.
- Data-Driven Intervention: Use data rigorously to monitor pupil progress and interpret performance trends; set ambitious targets that identify and remove barriers to learning for disadvantaged and SEND pupils, ensuring gaps in knowledge are tackled quickly.
- Evidence Based Practice: Act as a source of best practice by ensuring national research and evidence-based initiatives (i.e. EEF) inform teaching targets.
- Digital Leadership: Oversee the school's digital transformation to enhance learning and reduce administrative workload for staff.

3. Professional Development and Staff Welfare

- **Staff Development:** Lead and develop effective procedures for staff induction and whole school professional development (CPD).
- **Performance Management:** Lead the appraisal process for teachers and teaching assistants, fostering a culture of high expectations.
- **Early Careers:** Support the development of Early Career Teachers (ECTs) and ITT students to ensure a high-quality pipeline of teaching staff.
- **Wellbeing:** Actively promote staff wellbeing and manageable workloads, providing support for leaders at all levels.

4. Community and Stakeholders

- **Parental Partnership:** Create and maintain strong partnerships with parents to ensure they are well-informed and engaged in their child's progress.
- **Governance:** Provide key performance information and strategic updates to the Governing Body, Trust officers, and external agencies.
- **Community Integration:** Work with outside agencies to ensure learning experiences are integrated into the wider community.

Person Specification

Criteria	Essential	Desirable
Qualifications	Qualified Teacher Status (QTS) and an Honours Degree	NQSL, NPQH, or a Master's degree in Education/Leadership.
Experience	Minimum 3 years of experience as a Senior Leader. Experience working within or a strong commitment to a faith-inspired educational environment.	Experience in leading a whole-school inspection preparation cycle.

Skills & Knowledge	<p>Ability to interpret complex data to set ambitious targets and identify learning gaps.</p> <p>Exceptional ability to mentor, coach, and challenge underperformance effectively.</p> <p>Strong organizational skills with the ability to deputise for the Headteacher.</p>	<p>Advanced proficiency in data management systems.</p> <p>Experience in managing school budgets or resource procurement.</p>
Personal Attributes	<p>A visible commitment to Kirat Karna, Vand Chakna, and Naam Japna.</p> <p>Ability to remain calm and decisive under pressure while maintaining a sense of humor.</p> <p>Highly effective orator and writer, capable of inspiring diverse stakeholders.</p>	<p>Active involvement in community service or interfaith initiatives.</p>

How do I apply for the role?

Further information and an application form can be found on our school website: khalsaprimarieschool.com. For more information, or to arrange a visit to the school (encouraged), please contact vacancies@sikhacademiestrust.com.

Applications will be shortlisted and interviewed at the earliest opportunity. Early applications for this post are recommended.

Khalsa Primary School is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be subject to an enhanced DBS record check.

Khalsa Primary School reserves the right to interview and appoint this position ahead of any advertised application closing date, should an appropriate candidate be found. Therefore, it is advisable to submit applications as early as possible.

Our values

Our school community acts in accordance with our **KHALSA** values, and thus we have developed a kind, caring and ambitious culture:



Kindness



Honesty



Achievement



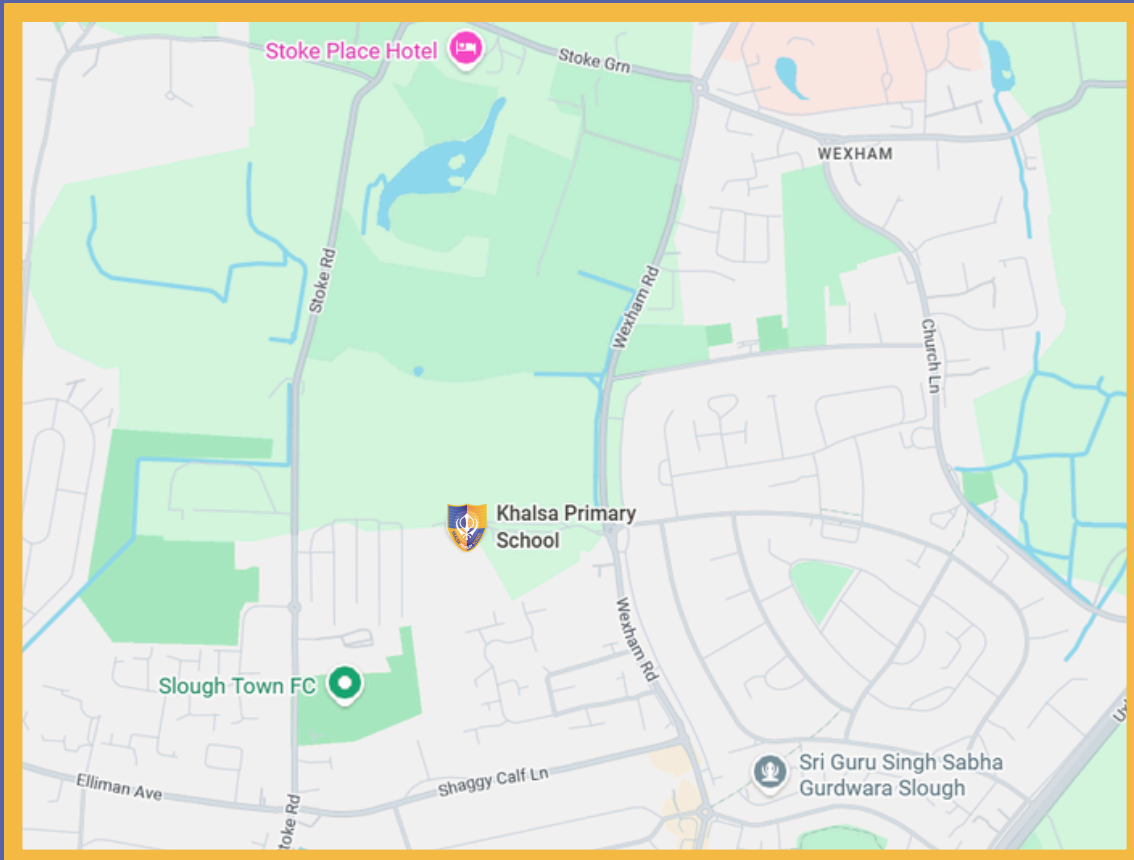
Love



Service to others



Aspiration



Contact us:

Khalsa Primary School Wexham
Road Slough, SL2 5QR

01753 823 501

office@kps-slough.com

