

DO YOU THINK BIG?

Candidate Information Pack

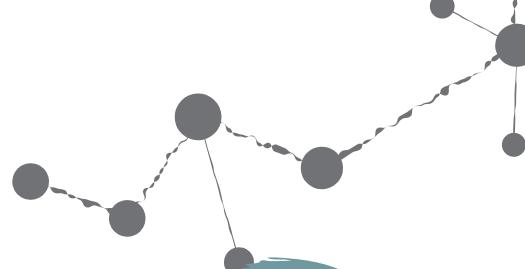




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WELCOME



Welcome to The Kingfisher School. I am delighted to introduce our vibrant learning community, where each child is valued and supported to achieve their full potential.

Since opening our doors in September 2018, we have been proud to offer a modern, purpose-built environment that enhances our commitment to delivering an exceptional education. From Nursery through to Year 6, our dedicated staff work collaboratively to create an empathetic and supportive atmosphere, fostering a love of learning and personal growth.

As part of the E-ACT Trust, we are driven by shared values that underpin our approach to education. These principles guide our development and ensure that every child receives a strong foundation for their future learning journey.

We believe in the power of partnership between home and school, and we encourage open communication and collaboration with families. Together, we can provide the best possible support for our students, helping them to thrive academically and personally.

If you would like to learn more about our school or arrange a visit, please contact our office to schedule an appointment. We look forward to welcoming you and your child to The Kingfisher School.



Kate Wells
Headteacher

Firstly, thank you for taking your time to explore this opportunity to be part of our E-ACT family.

E-ACT is a National and System Leader Multi-Academy Trust, we provide education in London, Birmingham, Bristol, Manchester, Oldham, Buckinghamshire, Northants, Sheffield, and Walsall. As one of the most established trusts in the country, we serve some of the most disadvantaged young people.



Tom Campbell
CEO

Our commitment to becoming 'best in class' is stronger than ever. At E-ACT, we bring our people-first culture to life through our comprehensive people strategy. We have been diligently refining our educational and operational strategies, governance, and organisational culture to ensure we provide the very best experience for our pupils and, of course, our staff.

My fellow colleagues at E-ACT are dedicated professionals who provide the very best for our children to thrive and to grow. We take great pride in serving our local communities and being part of a supportive trust we call E-ACT.

If you think this could be the role for you, please get in touch.



Academy statistics

AT A GLANCE

Kingfisher Academy



Planned Admission Number

150 Across all years in the academy

Students on roll

107

EAL Students

45%

Pupil Premium

57%

Ofsted: Good (2023)

Ofsted rated Good in all categories

SEND Students

24.3%
*overall

Kingfisher School is a nurturing and inclusive primary academy in St Anne's Park, Bristol, serving children from Nursery through Year 6. Part of Venturers Trust, the school is committed to creating a calm, safe, and stimulating environment where every child can thrive. Kingfisher offers a broad, balanced curriculum that supports both academic and personal growth, with strong emphasis on early reading, wellbeing, and positive relationships. With a clear focus on equity and high expectations for all, the school provides tailored support and rich learning experiences to enable every child to reach their full potential, regardless of background or ability.



➤ Our Culture

The culture at Kingfisher is defined by compassion, consistency, and ambition. The school places strong emphasis on routines, positive behaviour, and respectful communication. Children are encouraged to be independent, reflective learners who treat others with kindness. The staff work as a united, collaborative team with a shared vision of inclusion and aspiration. Relationships with families are highly valued, and community events help foster trust and belonging. A restorative approach to behaviour and a whole-school commitment to emotional literacy ensure that both children and adults feel safe, supported, and heard in their day-to-day interactions.

➤ Our Benefits

As part of Venturers Trust, Kingfisher staff enjoy a wide range of benefits that support both professional growth and personal wellbeing. These include access to a Health Cash Plan, Employee Assistance Programme, cycle-to-work and tech salary sacrifice schemes, as well as childcare voucher support. Continuous professional development is central to the trust's approach, with teachers supported through coaching, collaborative planning, and cross-academy leadership opportunities. Flexible working, generous CPD days, and a strong emphasis on staff wellbeing make Kingfisher an excellent place to grow and flourish as an educator or support professional.

➤ Values, Ethos and how we work in the Trust?

Venturers Trust's mission, improving life chances for all, is central to the work at Kingfisher School. Sponsored by the University of Bristol and the Society of Merchant Venturers, the trust promotes values of inclusion, ambition, and community. Kingfisher embodies these principles through its trauma-informed approach, culturally responsive teaching, and high-quality safeguarding practices. Staff benefit from cross-trust collaboration, including professional learning communities and shared training events. Kingfisher's ethos focuses on creating confident, curious learners who are equipped with both the academic skills and emotional resilience to succeed in an ever-changing world.

Let us introduce **OUR TRUST**



You will already know this, but we are a large multi-academy trust dedicated to providing exceptional education across our network of academies. Our mission is to inspire and challenge every student to achieve their full potential, and we are committed to creating a supportive and dynamic learning environment.

At E-ACT, we often refer to the wisdom of crowds and believe in the power of collaboration and innovation. Our team of passionate educators and staff work tirelessly to make a positive impact on the lives of our

students and the communities we serve. We are proud of our achievements and the progress we continue to make in delivering high-quality education.

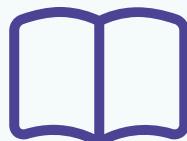
As you consider joining our team, we want you to know that at E-ACT, you will be part of a forward-thinking trust that values professional growth, inclusivity, and excellence.

We are excited about the future and the opportunities it holds for our academies, our staff, and most importantly, our students.



Pupils
25,000

Staff
3,500



93%

of academies **GOOD** or **OUTSTANDING**.

100%

of academies have leadership & management **GOOD** or **OUTSTANDING**.



Awards



Based in **6** major cities.

Academies
38



Opening Minds, Opening Doors

Opening Minds, Opening Doors embodies our trust-wide strategy that empowers our academies to triumph.

We want to give our academies the best possible support and guidance, enabling them to provide an exceptional education that impacts on the achievements of our children and young people.

How do we do this?

Every day, all our colleagues demonstrate our three values:

THINK BIG

We dare to dream big. Pushing the boundaries to create extraordinary opportunities for our young people and staff alike.

DO THE RIGHT THING

We consistently make principled choices even when faced with adversity, guided by moral purpose that fuels impactful change.

SHOW TEAM SPIRIT

Together we foster a culture of collaboration to improve, support and progress, propelling us forward as a united force.

Our academies

We are proud to have **38 academies** across England that supports children and young people from the beginning of their education experience right up to sixth-form.



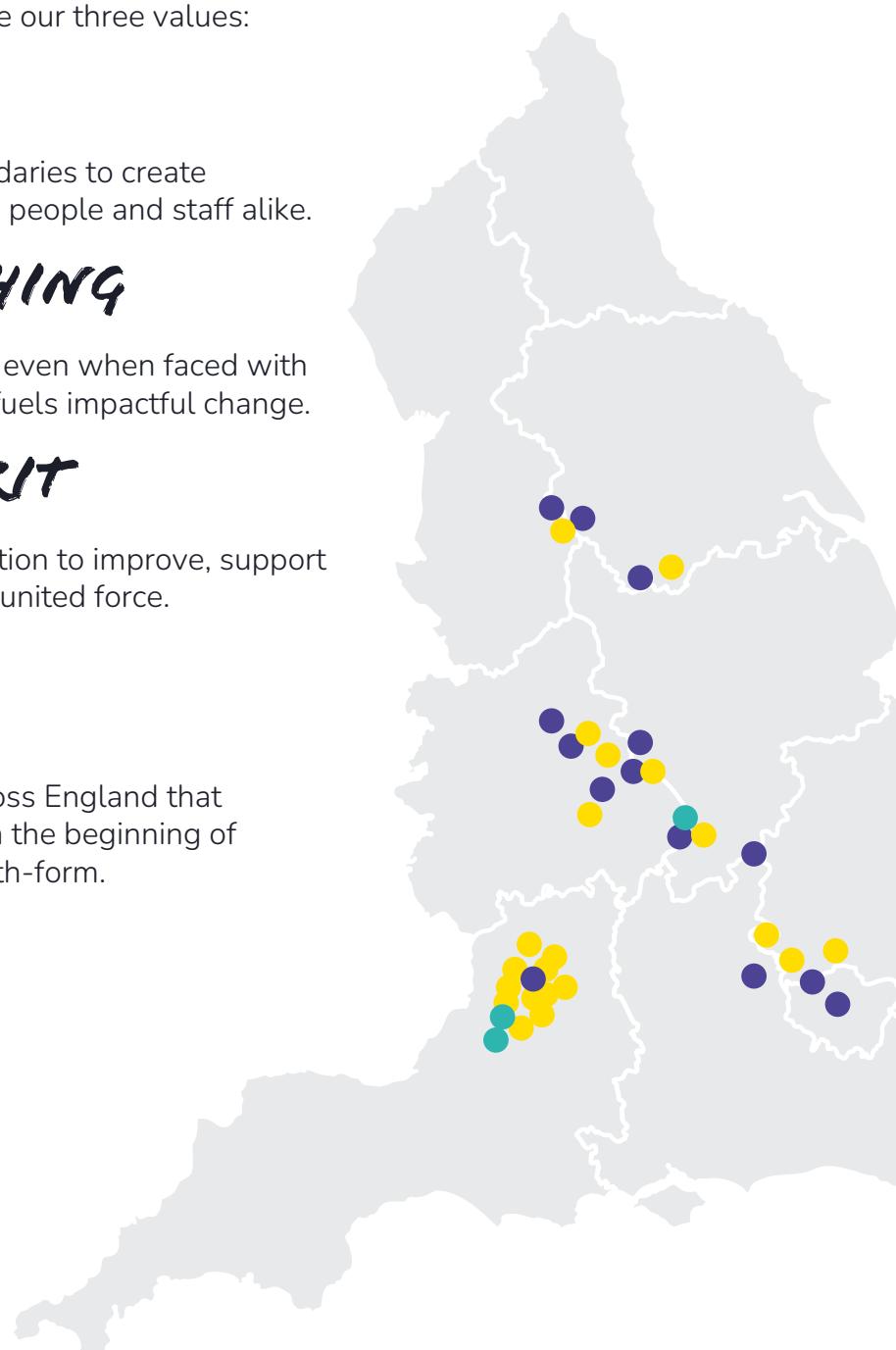
All-through Academies



Primary Academies



Secondary Academies



OUR PRIORITIES

To put it simply, we are on a very clear mission.

We believe that it's our duty and privilege to change lives of our young people across England. And to achieve this we need the very best people working with us.

Do these priorities resonate with **YOU?**



Did you answer **YES?**

Then **YOU** are what we're looking for! Read on

People-first, always!

At E-ACT, we genuinely prioritise a people-first culture. We have developed our People Strategy to be a cornerstone of our Opening Minds, Opening Doors Strategy, playing a vital role in achieving our strategic priorities. This forward-looking strategy outlines our aspirations as an employer and envisions the experience of being part of the E-ACT family.

Every single role within E-ACT is crucial to fulfilling our mission. Whether you work in the classroom, the office, our national teams, or on our grounds, your contribution is valued and essential.



Our People Strategy has eight key objectives, each aimed at creating a supportive, inclusive, and dynamic environment for all.

How many mean something to YOU?





Your skills & abilities grow

We invest in **you**

You've heard about our People Strategy, and the very first principle is our commitment to Continuous Professional Development (CPD) for educational excellence. We believe that when our educators and leaders grow, so do the students they serve.

We have a dedicated learning team that works across our entire trust, ensuring that all staff have access to the best resources and support. Additionally, we offer countless networking opportunities so you can connect with like-minded individuals across the trust.



“

I feel really energised and grateful to work in a trust that invests so much thought and care in its staff.

**James Hughes,
Education Director – Primary**

”

What do we offer?

Quite simply, we offer training and professional development for each and every one of our staff – which means our offering is large (very large!).

Here is a snapshot of what we offer:



Middle Leadership

- Diversifying Excellence in Leadership
- Early Years Clusters
- Aspiring SENDco Course

Senior Leadership

- Peer Review Training
- Exceptional Senior Leaders
- Road to Headship

Professional Services

- Apprenticeships
- Sector-leading Qualifications
- Strategic leader development

Qualifications

We partner with National Institute of Teaching to ensure our staff get the best possible training for their own growth.

The National Professional Qualifications we offer include:

- NPQEL (Executive Leadership)
- NPQH (Headship)
- NPQ SENCo (Special Educational Needs)
- NPQ LEY (Leading Early Years)
- NPQ LT (Leading Teaching)

Our Partners



Networking

Remember when we said we have a people-first culture?

We all thrive better together when we collaborate with like-minded people. We bring together our colleagues and other professionals from across the sector to join forces at our E-ACT Ideas Conference.

Our conferences represent what we are about, showcasing our diverse, passionate people.

E-ACT Ideas Conferences include



Women in Leadership

Bridging the Gap

Early Years Conference

THIS IS US!

#WeAreEACT

Sometimes, pictures just speak a thousand words. We celebrate our people—students, staff, and the communities we serve—through our annual events:



STAFF IMPACT AWARDS

The Staff Impact Awards shine a light on our dedicated colleagues who have made significant contributions to our Trust. These awards honour individuals and teams who have gone above and beyond in their roles, demonstrating excellence and commitment to our mission.





NATIONAL PUPIL CELEBRATION EVENTS

Our National Pupil Celebration Events bring together an extraordinary display of talent, creativity, and inspiration from across the Trust. These events showcase the diverse range of student achievements in areas such as music, poetry, art, and sports.



OUR BENEFITS

E-ACT

At E-ACT, we care about you and are committed to supporting your wellbeing, both in your role and beyond.

Our benefits package is thoughtfully designed to help you stay healthy, develop professionally, and maintain a balanced lifestyle.



➤ Culture and Wellbeing

People-first culture: that values every colleague

Employee Assistance Programme: free confidential counselling, financial advice, and more

Wisdom Wellbeing App: to support mental health and wellbeing

Collaborative working: we value teamwork and collaboration, encouraging a culture of shared knowledge and collective success.



➤ Financial and Lifestyle

Generous Pension: Local Government Pension Scheme (LGPS) or Teachers Pension Scheme (TPS) - both defined benefit schemes

Life Cover: 3x pensionable pay

Cycle to Work: for healthy commuting

Annual Leave: 31 days for year-round employees



➤ Professional Growth and Development

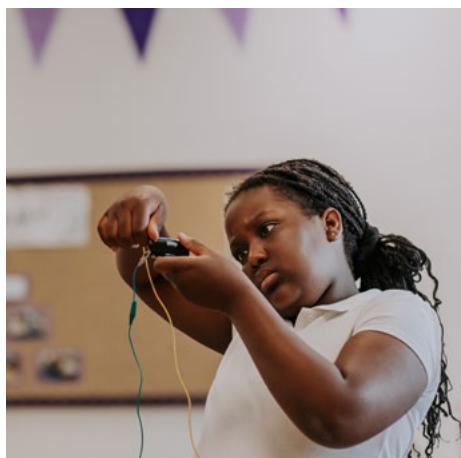
Opportunities: excellent Professional Development and Learning for all

Investment in staff development: including bespoke and tailored Trust INSET days

TLR progression: automatic progression through TLRs for teaching staff

Teacher pay scale: 9-point teacher scale from M1 to UPS3

TLR Payments: Full TLR payment for part-time teachers carrying out full responsibilities



Visits to the Academy

How do you know if it's right unless you try? We always welcome candidates to our academy before the interview so you can truly get a feel for the place.



Fill Out Your Application Form

This is important! We can only accept applicants who fully complete our application form. This is due to safeguarding

References

Your referees will only be contacted if you are shortlisted.

You will need to provide two references:

1. From your most recent employer
2. Second reference details



Shortlisting

All of our shortlisting will be made against the criteria of the job role. Applicants who meet the specification will be invited to an interview.



Checks

If you attend the interview, don't forget to bring:

1. Photographic identification
2. Proof of the right to work in the UK
3. Proof of qualifications



Offer of Employment

We're excited to offer the successful candidate a job! We'll start with a phone call to share the good news, followed by a written offer sent via email or post. Please remember, this offer depends on satisfactory references, enhanced DBS clearance, and other necessary safeguarding checks.

If you're not selected this time, we'll let you know by email. Thank you for your interest!



How to **APPLY**

We hope this pack has given you a valuable insight into our Academy and Trust and the exciting opportunities we offer. We warmly invite you to visit us and experience the Academy in action.

If you would like to arrange a visit or have any questions, please don't hesitate to contact us using the details below. We look forward to meeting you and welcoming your application!

- 📞 **Phone:** 0117 456 5989
- ✉️ **Email:** info@kfs.e-act.org.uk

E-ACT Recruitment Team

- ✉️ **Email:** recruit@e-act.org.uk

Thank you for your interest. We look forward to receiving your application.

Please read the supporting documentation carefully before completing and returning our application and equal opportunities form. If this role isn't quite right but you are interested in joining our talent pool then please email recruit@e-act.org.uk.

E-ACT is committed to safeguarding and promoting the welfare of young people and vulnerable adults, and all appointments are subject to enhanced Disclosure & Barring Service (DBS) checks and satisfactory references. E-ACT is also committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community.

Find your

THINK BIG



Sign up to our talent pool to receive the
latest vacancies and news from E-ACT

#WeAreEACT

 @educationeact  @E-ACTlearning

#thinkbig | #dotherightthing | #teamspirit