



KINGFISHER  
SCHOOL

Part of *The Propeller*  
Academy Trust



Candidate pack

# Deputy Headteacher

Pay Range: Leadership Payscale L11-L15

Salary: £66,368-£73,105

Full time, Permanent



[www.kingfisher.oxon.sch.uk](http://www.kingfisher.oxon.sch.uk)



Kingfisher School, Radley Road,  
Abingdon, OXON, OX14 3RR



01235 555512

## Message from the Headteacher

Kingfisher is a great school and really welcoming as soon as you step through the door. It provides an exciting and well-designed learning environment for a wide variety of learners with additional needs. Our best resource is our dedicated staff. There is a professional partnership here in the school with all colleagues working together to offer the absolute best for our young people.

The school caters for young people aged 2-19, who have severe, complex or profound needs, including autism. Our school is organised into pathways that are designed to meet the particular needs of the children offering them learning programmes building on their individual strengths and celebrating their achievements. There is excellent partnership with the health and social care professionals who work alongside us at Kingfisher.

Our curriculum is designed to support the individual needs of all our pupils. The driving force and intent behind our curriculum is to develop independence at every opportunity.

Parents are welcome and their contribution to school life is valued. The school has lots of friends in Abingdon and beyond and is part of the Propeller Academy Trust. I am delighted to be the Headteacher of this amazing school.



Lorraine Wilson, Headteacher



“

You walk down the corridor and look in the classes and all have a smile on their faces.

The teachers go above and beyond with the children. I am so lucky to have found a school where my SEN child is happy, relaxed and improving every single day.

”

Quote from Parent of a pupil at Kingfisher School



## About Kingfisher School

Kingfisher is a friendly and aspirational school and really welcoming as soon as you step through the door. It provides an exciting and well-designed learning environment for a wide variety of learners with additional needs. Our best resource is our dedicated staff. There is a professional partnership here in the school with all colleagues working together to offer the absolute best for our young people.

The school caters for young people who have severe, complex or profound needs, including autism aged 2-19. Our school is organised into clusters that are designed to meet the particular needs of the children offering them learning programmes building on their individual strengths and celebrating their achievements. There is excellent partnership with the health and social care professionals who work alongside us in Kingfisher.

Parents are welcome and their contribution to school life is valued. The school has lots of friends in Abingdon and beyond and is part of the Propeller Academy Trust which opens up opportunities for our young people.



# About The Propeller Academy Trust

At The Propeller Academy Trust, we are dedicated to supporting young people with special educational needs, fostering an environment where every student progresses along their own unique path. Our passion for inclusion and innovation drives us to create exceptional opportunities for students to thrive, achieve their full potential, and embrace their individuality.

When you join our team, you'll become part of a supportive and collaborative community, united by a shared mission to make a real difference every day. Whether you're an experienced professional or starting your journey in education, we offer a nurturing workplace where your talents, skills, and ambitions can flourish.

Our staff benefit from extensive Continuous Professional Development (CPD) programmes, secondment opportunities across our Trust sites, and a vast range of discounts available to those working in education. We also prioritise staff wellbeing, offering initiatives such as wellbeing days, because we believe that supporting our staff is as important as supporting our students.

## Our Schools



## Our Vision and Principles



### PRINCIPLES

- Keep children and young people at the heart of every decision.
- Provide an innovative and developmental academic curriculum, which ultimately gives children and young people a strong foundation for long-term community cohesion and positive mental health and well-being.
- Maintain the distinctive identities of each school in our Trust and seek recognition nationally and locally for the quality and diversity of our provision.
- Share the benefits of best practice, collaboration and new initiatives equally across all our schools.
- Support local communities and broader SEN needs within the community.
- Nurture a culture of health and safety and improvement which welcomes learning, challenge and assurance.
- Provide opportunities for staff to develop and progress, within a supportive and positive environment.
- Work collaboratively and inclusively with internal and external stakeholders; including staff, parents, carers and our partners.
- Protect and use all our resources efficiently in pursuit of our Vision.
- Keep our governance structures streamlined to enable our teachers to focus on teaching.
- Accord everyone associated with the trust, respect and dignity they deserve.

## Benefits

At Propeller, we recognise the importance of supporting our staff as much as our students. That's why we offer full-time employees a wellbeing day off each term, a rare benefit in education.

We also offer a generous recruitment bonus for staff who successfully refer applicants who are recruited. Our staff benefit from access to GP advice and self-referral services through an online health platform, ensuring support is always at your fingertips. There are also a whole host of discounts and offers we will ensure you're aware of, once you are working in education.

Professional growth is at the heart of what we do. We provide full inductions and ongoing development opportunities to help you excel in your role. For those looking to broaden their horizons, secondment opportunities across our trust sites support both personal and professional development.



A trust-wide commitment to wellbeing, including paid wellbeing days



Fully funded CPD, mentoring & coaching



Flexible working options



Free on-site parking



Teachers' Pension Scheme



Access to an employee assistance programme



Highly resourced classrooms, small class sizes and access to multidisciplinary teams



Employee referral scheme (earn up to £500 for successful referrals)



A strong safeguarding and therapeutic culture



## Job description - Deputy Headteacher

### Main purpose

- Leading and managing staff.
- To deputise and undertake overall responsibility for the school in the absence of the Headteacher and on any other occasions which deemed necessary.
- Create and develop an ethos and culture in which all staff recognise that they contribute to and are accountable for the success of the school including improving the quality of education provided and standards achieved and ensuring that constructive working relationships are formed and maintained.
- Share with the Leadership Team the responsibility for supporting and promoting the well-being of all staff.
- Plan, allocate, support and evaluate work undertaken by individuals, groups and teams, ensuring that there is clear delegation of task and devolution of responsibilities.
- Manage and monitor the use of staff and resources effectively and efficiently, taking a lead on arranging and managing staff cover and working with relevant agencies.
- Assist the Headteacher in monitoring and supporting the work of the staff team to identify individual and whole school staff training needs and requirements.
- Sharing of expertise ensuring the implementation of statutory and local frameworks for staff appraisal and performance management.
- Motivate and enable teachers, including senior and middle leaders and support staff to develop expertise in their respective roles through high-quality continuing professional development.
- Work with the Headteacher to ensure strong succession-planning, including a commitment to grow future leaders.
- Sustain motivation of self and other staff.
- Ensure that professional duties are fulfilled, as specified in the most recent Terms and Conditions of Service of Teachers, in line with teaching standards (2011).

### Strategic direction of Kingfisher School

- Work closely with the Headteacher in developing the strategic vision of the school and ensure the vision of the school is communicated and clarified to all stakeholders.
- Contribute to the School Development Plan and Self-Evaluation to ensure that the aims, values and objectives of the school are met.
- Have the ability to effectively support and challenge staff.
- Work with staff, parents and governors to ensure effective sustainable school improvement and efficient management of school resources.
- Take a whole school responsibility for developing and promoting teaching and learning for pupils with specific SEND (e.g. PMLD/SLD/MLD/ASC).
- Hold and articulate clear values and moral purpose, focused on providing high quality education for all pupils at Kingfisher School.
- Contribute to planning for the school's future needs and further develop and monitor the plans already in place.
- Provide information, objective advice and support to the Headteacher to secure effective teaching and learning, ensuring improved standards of achievement, efficiency and value for money met.
- Work closely with the Headteacher, Governors and Finance Partner in strategic planning, budget preparation and monitoring, and effective budget Management.
- Monitor, evaluate and review the impact of school policies, priorities and targets, taking or advising action when necessary.
- Ensure that parents are well-informed about curriculum, their child's attainment and progress and about the contributions they can make to support their child's progress.
- Meet with the Headteacher and the leadership team on a regular basis to discuss matters of policy, organisation and development.

## Teaching and Learning

- Take a whole school responsibility for developing and promoting teaching and learning for pupils with specific SEND (e.g. PMLD/SLD/MLD/ASC).
- Coaching teachers across the school to improve their practice.
- Promote, develop and ensure high quality delivery of a curriculum appropriate to the needs of the pupils at Kingfisher School.
- Determine, organise and implement assessment, monitoring and evaluation in order to identify and act on areas for improvement.
- Work with the Headteacher to analyse the school's assessment data to make whole school improvements to teaching and learning; ensure consistent practice across school and be able to identify areas of CPD.
- Work with the Headteacher to create and maintain environments which promote and secure good teaching, effective learning, high standards of achievement.

## Community

- Keep up-to-date with relevant legislation and guidance and monitor and advise the Headteacher on issues relating to pupil safeguarding and wellbeing following the child protection procedures adopted by the school. Act as a DDSL for the school.
- Liaise with the other Trust schools, to create, promote, evaluate and develop inclusive teaching and learning opportunities for pupils and staff from all schools and further develop positive relationships between our schools.
- To be attuned to national developments, best practice and innovation in the field of SEN.
- Develop links and partnerships with other local special and mainstream schools to enhance and share good practice and to foster school to school support networks.
- Work with the Leadership Team to develop a school culture which continues to promote equality and diversity and reflects its wider community.
- Work collaboratively with Multi-Disciplinary Team and other Health professionals to maximise their input and impact with pupils and keep them safe.
- Collaborate with other agencies to promote the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families.
- Work in partnership with the Governing Body, attending meetings to represent Kingfisher School as directed by the Headteacher.

## General

- Undertake, as necessary, the full range of professional duties of the Headteacher in the event of their absence.
- To keep abreast of new developments within the field of education and SEN and respond to any legislation affecting the education or statutory assessment of pupils.
- To further personal CPD opportunities, utilising it to identify opportunities that drive pupil provision and vision within the school.
- The responsibilities listed above are the essentials of the post; it is always open to the post holder to propose ways of extending these responsibilities.
- The responsibilities within this job description may change to reflect the needs of the children and young people within Kingfisher School as outlined in the primary purpose of the role. This will be carried out in consultation with the post holder.

*The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. It may be modified by the Headteacher by agreement, to reflect or anticipate changes in the job, commensurate with salary and title. This job description will be reviewed as part of your performance management programme.*



“

Kingfisher School is a special community. Those who work in the school are well trained to support pupils with special educational needs and/or disabilities (SEND). Staff show enormous care and kindness to every pupil. This means that pupils love coming to school because they feel happy and safe.

”

- Ofsted



# Person specification

| Criteria   | Essential | Desirable |
|--|-----------|-----------|
| <b>Qualifications and Training</b>   |           |           |
| <ul style="list-style-type: none"> <li>• Qualified Teacher Status (QTS)</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>• Degree</li> </ul>   | ✓         |           |
| <b>Skills and Knowledge</b>  |           |           |
| <ul style="list-style-type: none"> <li>• Data analysis skills, and the ability to use data to set targets and identify weaknesses.</li> </ul>  | ✓         |           |
| <ul style="list-style-type: none"> <li>• Understanding of high-quality teaching, and the ability to model this for others and support others to improve.</li> </ul>  | ✓         |           |
| <ul style="list-style-type: none"> <li>• Understanding of school finances and financial management.</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>• Effective communication and interpersonal skills.</li> </ul>  | ✓         |           |
| <ul style="list-style-type: none"> <li>• Ability to communicate a vision and inspire others.</li> </ul>  | ✓         |           |
| <ul style="list-style-type: none"> <li>• Ability to build effective working relationships.</li> </ul>  |           | ✓         |
| <ul style="list-style-type: none"> <li>• Any further skills and knowledge needed, such as anything related to any particular areas the deputy headteacher will lead on – e.g. the curriculum or assessment.</li> </ul> |           | ✓         |
| <b>Experience</b>  |           |           |
| <ul style="list-style-type: none"> <li>• Successful leadership and management experience in a school.</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>• A strong track record in teaching experience.</li> </ul>  | ✓         |           |
| <ul style="list-style-type: none"> <li>• Involvement in school self-evaluation and development planning.</li> </ul>  | ✓         |           |
| <ul style="list-style-type: none"> <li>• Demonstrable experience of successful line management and staff development.</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>• Applicants must have proven knowledge and experience of SEND.</li> </ul>  | ✓         |           |

| Personal Qualities   |   |  |
|--|---|--|
| <ul style="list-style-type: none"><li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school.</li></ul>                   | ✓ |  |
| <ul style="list-style-type: none"><li>• Ability to work under pressure and prioritise effectively.</li></ul>   | ✓ |  |
| <ul style="list-style-type: none"><li>• Problem-solving abilities.</li></ul>   | ✓ |  |
| <ul style="list-style-type: none"><li>• Commitment to maintaining confidentiality at all times.</li></ul>  | ✓ |  |
| <ul style="list-style-type: none"><li>• Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.</li></ul> | ✓ |  |





## How to apply

To apply for this rewarding opportunity, please apply via the link below to the SAMRecruit job board

[Apply now](#)

Early applications are strongly encouraged.

Early applications are strongly encouraged. To arrange a visit or to find out more, please contact the School Business Manager, Emma Wisker, on 01235 555512, or email [recruitment@kingfisher.oxon.sch.uk](mailto:recruitment@kingfisher.oxon.sch.uk)

**Closing date:** Friday, 8<sup>th</sup> May 9:00 AM

**Interviews:** Tuesday, 12<sup>th</sup> May



## Getting here

### By car

#### From Oxford city centre:

- Take the A34 southbound out of Oxford.
- Exit at the Abingdon turn-off (A4144) into Abingdon town centre.
- Continue on Radley Road towards the east part of Abingdon where the school is located.

#### From Didcot:

- Head north on A34, exit at Abingdon (A4144), then follow signs into Abingdon and Radley Road.
- There is on-site parking at the school and also street parking nearby.



Scan the QR link to find Kingfisher School on Google maps



The Propeller Academy Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment.

This role involves a high level of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. All appointments are subject to an enhanced DBS check (including Barred List where applicable) and online searches for publicly available information.

We value diversity and welcome applications from all backgrounds, regardless of sex, race, religion, sexual orientation, gender identity, age, disability, marital status or pregnancy/maternity.

Please note: Applicants will be required to undergo a DBS check as part of the recruitment process.