



**CHRIST CHURCH (ERITH)  
CHURCH OF ENGLAND PRIMARY SCHOOL**



**Class Teacher  
Recruitment Pack**

**Trinitas**  
Academy Trust

Faith + Family + Flourish



“PUPILS’ BEHAVIOUR AND ATTITUDES TOWARDS SCHOOL, EACH OTHER AND LEARNING ARE OUTSTANDING.”

OFSTED



## WELCOME FROM THE CEO

It gives me great pleasure to welcome you to Trinitas!

I am both proud and privileged to be serving as CEO of Trinitas Academy Trust, a family of schools with an unrelenting desire to achieve our vision:

“We believe that all children deserve the best education, and all staff deserve to be valued and developed. Our Trinitas family, Christian faith, and unrelenting desire to improve society, underpin everything we do. Creativity, compassion and high expectations drive the Trust to ensure that every person within its community flourishes.”

When any of us choose to work in education, we do so because we want to improve the lives of the next generation, and to inspire and encourage children to be the best they can be. At Trinitas this is exactly what we aim to do, whilst enabling each school to thrive within its own distinctive ethos and character. Central to this is our strapline of ‘Faith, Family, and Flourish’:

Faith – in ourselves, in each other, in our Christian ethos

Family – supporting with compassion, fostering interdependence

Flourish – keeping people at the centre of what we do, enabling children and adults to thrive

Trinitas has a mix of faith and non-faith schools, across all sectors of education (Primary, Secondary & Special Schools), and this blend enables us to share a wealth of expertise across the trust as we continue to support one another to achieve our vision.

Whilst we celebrate individual school distinctiveness, we are a single organisation working collaboratively to achieve the very best outcomes for every member of our Trust family.

Leaders, teachers and support staff, both in the classroom and out, work as one team to provide the best experience for our children. They are talented, skilled, dedicated professionals working closely with the wider school community, making sure that we meet the needs of children and their families. We are there to support and encourage every Trinitas child and their family as they take their first steps into school, and as they take their last steps from the Sixth Form and into their future.

Having worked in education my whole career I absolutely believe it changes lives - education can equip learners with agency and a sense of purpose, and the competencies they need, to shape their own lives and contribute to the lives of others. I'd welcome the opportunity to work with you to change lives.

Simon Godden  
CEO



“LEADERS, INCLUDING GOVERNORS AND DIRECTORS, ARE PASSIONATE ABOUT THE SCHOOL AND ITS VALUES.”

OFSTED



# WELCOME FROM THE PRINCIPAL

I am delighted that you are considering working with us and welcome you warmly to Christ Church (Erith) C of E Primary School: a vibrant, ambitious and inclusive school that places children at the heart of everything that we do. We strive for academic excellence, self-discipline and creativity, alongside caring respectful relationships, between pupils, staff, parents/carers and our external partners.

Our strong Christian ethos is reflected in the statement, “God’s Children, Your Children, Our Children- Creatively Learning Together” underpinned by our vision and core values of Respect, Joy, Honesty and Forgiveness.

Our staff are our most valuable resource, and we are committed to Continuous Professional Development, a good work life balance and research-based strategies to reduce workload. Our Well Being Team is actively engaged in supporting our commitment that all staff will navigate the opportunities and challenges of school life with resilience and optimism.

All are valued at Christ Church (Erith). I am confident that from your first visit, you will experience what makes our community such an inspiring and unique learning institution.

Of course, we are passionate about fostering a love of reading at Christ Church (Erith) to help our pupils achieve well and become lifelong learners. The ability of pupils to ‘know more, remember more, do more’ is key to embedding knowledge and skills that will result in excellent progress every day, across all subjects. Therefore, at Christ Church (Erith), Rosenshine’s Principles of Instruction underpin our thinking and pedagogy.

We are committed to Diversity, Equity and Inclusion in our curriculum so that every child is inspired to learn, and every teacher is inspired to teach.

We have high expectations for pupil behaviour, and we implement a behaviour policy that promotes reflection, self-regulation and restoration. We recognise that parents/carers are children’s first teachers, so we actively seek and encourage parental partnership in all aspects of school life.

As part of the application process, we look forward to you visiting us very soon and wish you every success with your application.

Mrs. Hedman  
Principal

“Trust in the Lord with all your heart; do not depend on your own understanding. Seek his will in all you do and he will show you which path to take.” Proverbs 3:5-6

# Trinitas Academy Trust

Faith ✚ Family ✚ Flourish

Trinitas is a Multi-Academy Trust in South East London. We are a family of seven schools working together towards outstanding outcomes for all pupils. We want to give our children the best education, develop and value our staff, and do all within our capabilities to improve society.

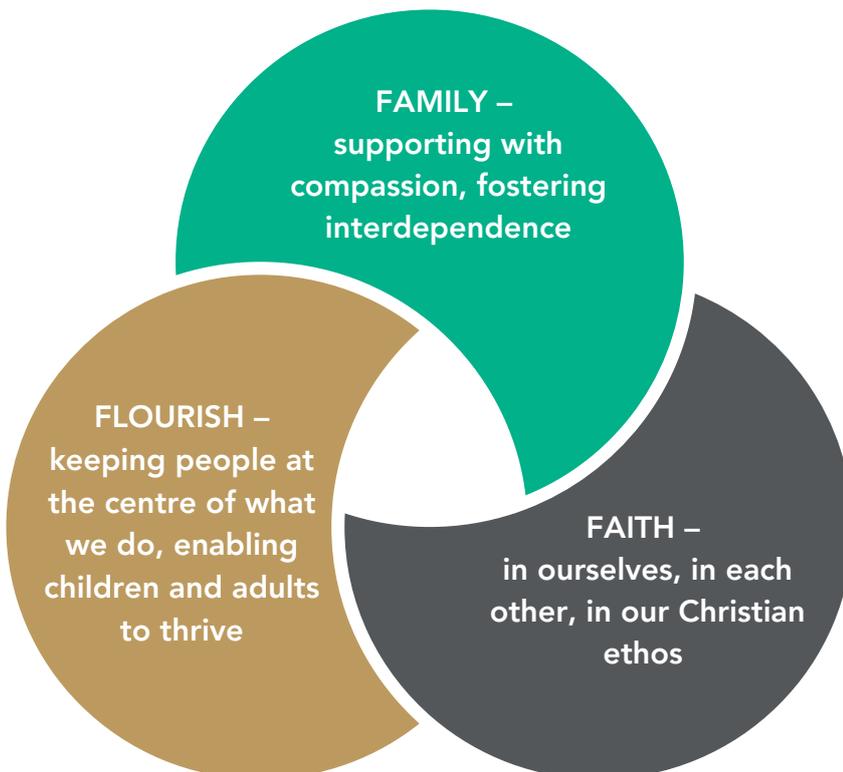
Our vision is central to the work we do, in all aspects, from the development of our curriculum, our approach to school improvement, how we conduct staff appraisal, to the way we prioritise the wellbeing of staff and pupils alike:

**We believe that all children deserve the best education and all staff deserve to be valued and developed.**

**Our Trinitas family, Christian Faith, and an unrelenting desire to improve society underpin everything that we do.**

**Creativity, compassion and high expectations drive the Trust to ensure that every person within its community flourishes.**

Central to achieving our vision are our three Trinitas pillars: Faith, Family & Flourish.



# BEING A PART OF TRINITAS

## TRINITAS PEOPLE STRATEGY

Our staff are our most important asset, and therefore it is vital that we do everything we can to attract, retain, engage and develop the very best people throughout Trinitas Academy Trust. Only then will we be able to deliver our Trust vision.

Our Trinitas People Strategy has three key strands:

- Attract & Recruit
- Engage & Retain
- Develop Talent

Our Trust people strategy is grounded in the unwavering commitment to foster a culture where equality, diversity and inclusion serve as the foundation, ensuring that every individual is valued, respected and empowered to contribute their unique strength to our collective success.

As part of our ongoing commitment to staff wellbeing, all Trinitas employees are entitled to one day leave each year for personal use - we call this 'Trinitas Time'!

Staff appreciate being able to use this day to support their family, or perhaps attend an important event during term time - it's for employees to use however they see fit.



## PROFESSIONAL DEVELOPMENT

There are many reasons to work at Trinitas, not least our relentless focus on looking after and developing our staff - it's even in our Trust vision! We believe that every member of our community has immense potential, and deserves the opportunity to grow both personally and professionally, in a supportive and nurturing environment.

Our Trinitas CPD Programme ensures that all staff have this opportunity, both in terms of supporting wider school improvement and their own personal areas of interest. This approach also feeds into our appraisal system, which has a strong focus on staff aspirations and career progression. This ensures that colleagues have a strong sense of ownership and agency, and each and every member of our Trinitas family is valued.

PLEASE SEE THE TRINITAS PEOPLE STRATEGY AND CPD PROGRAMME THAT HAS BEEN SHARED WITH THIS APPLICATION PACK FOR FURTHER INFORMATION

“PUPILS ARE EXTREMELY CARING, THOUGHTFUL AND CONSIDERATE, SUCCEEDING IN FOLLOWING THE SCHOOL’S VALUES...PUPILS OF ALL BACKGROUNDS, CULTURES AND FAITHS WORK AND PLAY TOGETHER VERY HARMONIOUSLY..”

OFSTED



## WELCOME FROM CHRIST CHURCH SCHOOL PARLIAMENTARIANS



Why work At Christ Church (Erith) C of E Primary School?

You probably are considering our school and thinking why work at Christ Church (Erith) CofE E Primary School? We, the pupils of Christ Church (Erith) CofE Primary School, are thrilled to invite you to consider becoming a vital part of our extraordinary community. If you are passionate about making a difference in young lives and seeking a place where you can truly belong, this is the school for you.

Why work at Christ Church (Erith) CofE E Primary School? The answer is simple: we are more than just a school; we are a family. Our welcoming, inclusive environment is designed to cater to the needs of every pupil and staff member, ensuring that everyone thrives. Imagine being part of a collaborative network of five primaries, one secondary and one special school, all working together to achieve excellence. Here, you will find not only colleagues, but a school community that cares and that is inclusive.



At our wonderful and diverse school, we believe in the joy of learning, both inside and outside the classroom. Our exciting educational visits to iconic London museums, libraries, and churches ignite curiosity and inspire a love for discovery among our students. As a staff member here, you will have the unique opportunity to witness that transformative spark in our pupils as they eagerly engage with their learning environment.

Pupil voice matters at CCE! Our School Parliament empowers pupils to advocate for their peers, ensuring that every child feels heard and valued. Additionally, our diverse range of after-school clubs is tailored to nurture leadership skills, teamwork, and individual growth, allowing all children to develop their potential in a supportive setting.



We take immense pride in being a Rights Respecting School, having recently earned the Bronze Award from UNICEF. This accolade highlights our commitment to fostering a safe and respectful atmosphere for everyone. As a Christian school grounded in strong values of joy, forgiveness, honesty, and respect, we uphold a behaviour policy that promotes positive behaviour through our golden rules - creating a calm yet dynamic environment that enriches the educational experience.

Choosing to work at Christ Church (Erith) CofE Primary School means embracing a role that goes beyond teaching; it means becoming part of a community dedicated to academic excellence and personal development. We are eager to welcome someone as enthusiastic and inspiring as you into our family. Are you ready to make a difference? Join us at Christ Church (Erith) C of E Primary School!



“THE SCHOOL USES AN EXCELLENT RANGE OF WAYS TO ENCOURAGE THE BEST BEHAVIOUR. PUPILS ARE VERY APPRECIATIVE OF THE REWARDS THEY RECEIVE, NOT ONLY TO ACKNOWLEDGE THEIR BEHAVIOUR BUT ALSO THEIR EFFORT, ENTHUSIASM AND ACHIEVEMENT.”

OFSTED



# ABOUT THE SCHOOL

*We aim to develop as an outstanding Church School that welcomes and nurtures each individual's gifts, as a unique child of God, in a safe, enjoyable and creative Christian environment. We strive to inspire our children to develop curious minds and honour our Christian Values; ensuring they thrive and flourish throughout their lives.*

Christ Church (Erith) C of E Primary School is a 3-form entry school with approximately 560 pupils on roll; it is the founding school of the Trinitas Academy Trust and a member of the Rochester Diocese. The local church (Christ Church) has a strong partnership with the school, celebrating key events throughout the liturgical year. Revd Anthea Harris-Faulkner regularly leads Collective Worship at the school. This collaboration supports the school's vision and enhances pupils' personal development.

Christ Church (Erith) C of E Primary School serves a diverse community where 23% speak English as an additional language; we are very proud that about sixty languages are spoken at Christ Church (Erith) and fifteen out of seventeen ethnic groups are represented. Our staff reflects the diversity of the children and families we serve.

Twenty three percent of pupils have special educational needs and (4%) have an Education Health Care Plan. The introduction of an additional learning base (nurture provision) in 2023, is our strategic response to meeting the needs of pupils with a variety of complex learning needs. The school's stability rate is low at 77%, reflecting a transient local population driven by economic and housing needs.

By the end of their time at Christ Church (Erith) pupils achieve well at Christ Church (Erith). At the end of KS2 (2023/24), 79% achieved above national expectations in Reading and Mathematics and 80% achieved above national standards in Writing. In 2024/25, KS2 attainment at greater depth was 29% in Reading, 21% in Writing and 37% in Mathematics; these results were well above national standards; it is significant that our pupils consistently move on to both selective and non-selective schools.

We are fortunate to have extensive facilities and several break-out learning zones throughout the school. Additionally, we have a computing suite, a library and access to Jacqueline Gems wraparound care (breakfast and afterschool club provision). For personal development, children are expected to participate in a range of activity clubs during and after school.

Our school is an inclusive community of learners committed to excellence and enjoyment, guided by our Christian values of Respect, Forgiveness, Honesty, and Joy. Central to our ethos is the statement, “God's Children, Your children, Our Children-Creatively Learning Together,” reflecting our commitment to valuing each child's individuality and heritage.

The school supports and challenges pupils to reach their potential and prepares them well for the next phase of their education, driven by a clear ambitious vision and high expectations for their achievement.



# JOB DESCRIPTION



Job Title:	Teacher
Hours of work:	Full-Time, 100% fte
Responsible to:	Principal
Job Category:	Teaching
Grade:	Teacher Main/Upper Scale (Outer London Weighting)
Actual Salary:	£36,413-£53,994 Eligible for £500 Welcome to Trinitas Bonus

## MAIN PURPOSE OF THE JOB

The teachers' job description applies to all teachers regardless of the stage of their career. As a teacher's career progresses, they are expected to extend the depth and breadth of knowledge, skill and understanding as is judged to be appropriate to the role they are fulfilling and in accordance with the teachers' standards.

Trinitas Advanced Teachers (upper pay scales) will be expected to show that they are highly competent in all elements of the Teachers' standards and that their achievements and contribution to the school and Trust are substantial and sustained.

<https://www.gov.uk/government/publications/teachers-standards>

## MAJOR DUTIES & RESPONSIBILITIES

Strategic direction and development of National Curriculum provision in the school – with the support of, and under the direction of the Principal and Vice Principal or line manager – to:

- Contribute to a positive ethos in which all pupils have access to a broad, balanced and relevant curriculum
- Analyse and interpret relevant school, local and national data relating to their own class and advise the SLT on the level of resources required to maximise achievement
- Liaise with staff, parents/carers, external agencies and other schools to co-ordinate their contribution, provide maximum support and ensure continuity of provision within their class
- Consider the views of both pupils and parents/carers and to respond appropriately

# MAJOR DUTIES & RESPONSIBILITIES CONT.



## Teaching and learning – to:

- Develop a classroom environment and teaching practice which secures effective learning across the breadth of the National Curriculum and/or EYFS, providing a professional model, clearly demonstrating effective teaching, classroom organisation and display, and high standards of achievement, behaviour and discipline
- Support the identification of, and provision for pupils with additional educational needs
- Regularly monitor progress of pupils within their class which is then reflected in teaching plans
- Evaluate the effectiveness of their teaching and learning by work analysis and use these analyses to guide future improvements
- Ensure setting of realistic and challenging expectations for pupils in their class
- Liaise effectively with staff to ensure the successful transition of pupils through the school
- Contribute to meetings, discussions and management systems necessary to co-ordinate the work of the school as a whole

## Relationships with staff – to:

- Achieve constructive working relationships with all staff
- Direct, organise and manage the work of support staff within the classroom
- Provide regular information to senior staff on class progress

## Effective deployment of staff and resources – to:

- Maintain and develop class resources, co-ordinate their deployment and monitor their effectiveness in meeting the class objectives

## General – to:

- Promote equal opportunities within the school and to seek to ensure the implementation of the school's equal opportunities policy.
- Take on any additional responsibilities which might, from time to time, be determined by the Principal or your line manager.

# PERSON SPECIFICATION



	Essential / Desirable
<b>Qualifications</b>	
Teaching Qualification- i.e. PGCE, Diploma in Education and Training, or Equivalent	E
Qualified Teacher Status	E
For Secondary - a degree or equivalent qualification in the subject area, or in a related discipline	E
<b>Experience</b>	
Proven ability as an excellent classroom teacher.	E
Experience of raising and/or maintaining good standards of student attainment and Progress	E
Professional knowledge of what constitutes high quality and standards in teaching and learning	E
Experience of assessing student progress and providing effective feedback	E
<b>Skills &amp; Abilities</b>	
Ability to use a range of teaching strategies to engage students and support learning	E
Ability to foster and promote good working relationships within the school and across the trust.	E
Ability to foster and promote positive relationships with parents and carers	E
A commitment to raising achievement	E

# PERSON SPECIFICATION CONT...



Have proficient ability in speaking, writing, and reading English with confidence and accuracy, using vocabulary appropriate to the situation, and without a great deal of hesitation.	E
Good ICT skills and the ability to use modern technology effectively within the classroom	E
<b>Knowledge &amp; Understanding</b>	
An understanding of the needs and motivations of children and young people	E
Professional understanding of safeguarding within a school setting	E
A commitment to safeguarding and promoting the welfare of children and young people	E
<b>Personal Attributes</b>	
Commitment to professional development and learning	E
Emotionally intelligent and able to build trust with others	E
Resilience, the ability to work under pressure and be able to meet deadlines	E
A commitment to further your own professional development and to the principle of continuous improvement	E
Passion and enthusiasm for learning and the ability to convey this to students	E

# HOW TO APPLY



We warmly encourage visits to the school and informal conversations with the Principal. If you would like to arrange a visit or discuss the role further, please contact us at:  
[ccehr@christchurch.bexley.sch.uk](mailto:ccehr@christchurch.bexley.sch.uk)

To apply, please visit: <https://mynewterm.com/jobs/139212/EDV-2025-CCECPS-12145>

Please ensure your application is submitted by the closing date: **Midday, Monday 30<sup>th</sup> June 2025**

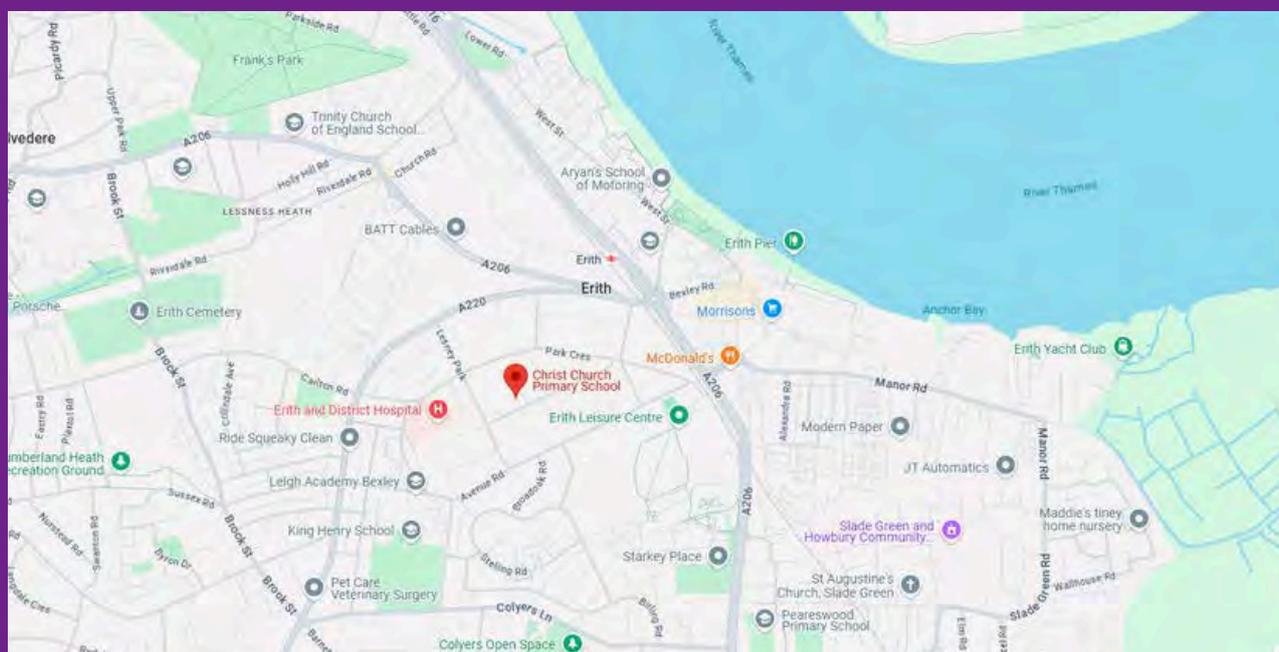
If you have any questions about the application process, please contact us at the above email address.



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