

2024 - 2025





WELCOME FROM THE CEO

Welcome to the Trinitas annual professional development programme. At Trinitas, we hold the values of faith, family and flourishing at the heart of everything we do. 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.

This programme underscores our commitment to the development of all staff, recognising that your growth is pivotal to the success of our pupils and the communities we serve. By investing in your continuous improvement, we ensure that our pupils receive the highest quality experience, ultimately enhancing their life chances.

Together, as a family, we will continue to create an educational landscape where everyone can flourish and achieve their fullest potential. Thank you for your dedication and commitment to our shared vision.

Simon Godden

CEO, Trinitas Academy Trust



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*“Every teacher needs to improve, not because they are not good enough, but because they can be even better”
Dylan Wiliam*

“Education is the most powerful weapon which you can use to change the world”

– Nelson Mandela

Introduction

I am delighted to welcome you to our Trinitas Professional Development Programme. At Trinitas we believe in the continuous development of our staff, understanding that investing in your professional journey is crucial for fostering a culture of excellence. Our trust Flourishes because of the passionate, talented individuals who work tirelessly to create a nurturing and inspiring learning environment for our young people.

Here, every member of the Trinitas Family is valued, and your growth is paramount. Through evidence informed professional development, we equip you with the latest skills, knowledge and innovative teaching methods, ensuring you can fulfil your role with excellence and provide the highest quality education. We believe in the empowerment of individuals and this is reflected in our approach to how you can select which Professional Development Pathway you wish to follow, or what offering from our online CPD catalogue you may choose to engage with; you are best placed to make the right decision in line with your goals and aspirations. This is rooted in the ethos of trust that embodies working at Trinitas.

Our Pathways, combined with our online CPD library in partnership with TT Education, also allow colleagues to network and reflect on their professional practice. Part of this is sharing how their chosen pathway is impacting the lives of those young people we serve, and is also central to the ‘Family’ element of Trinitas.

Across all of the pathways, there is an emphasis on how we can support you with establishing a strong life work balance.

We are excited to share the programme, and look forward to working with you.

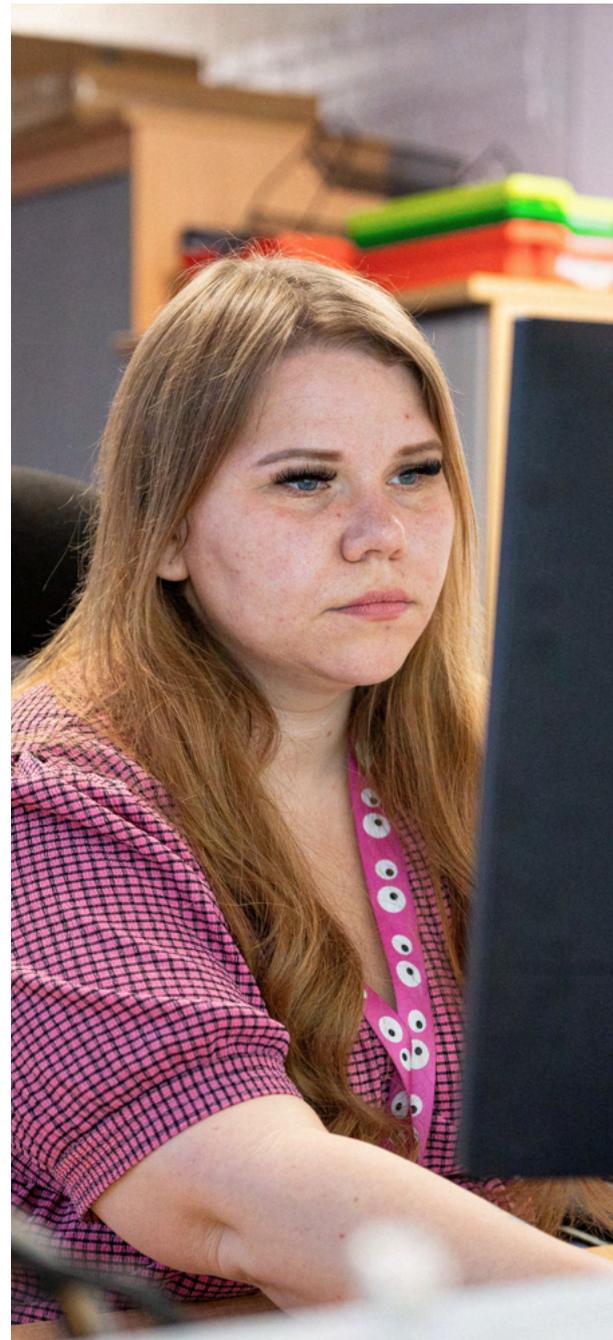
Simon Waltham

School Improvement & Development Director



“
WHERE THERE ARE
FEW FLOURISHING
ADULTS, THERE WILL
BE FEW FLOURISHING
CHILDREN.
”

Lynn Swaner & Andy Wolfe (Flourishing Together, 2021)



TAT CPD DATES

The following dates are allocated for staff to undertake Trinitas CPD. This enables staff to complete an entire 'Pathway', or alternatively to select 6 individual sessions from the wider offer.

9th October 2024
4th December 2024
29th January 2025
19th March 2025
14th May 2025
25th June 2025

Staff should use the link below to sign-up to a specific CPD pathway, so that suitable provision can be made for the sessions. Locations and timings will be confirmed in advance of each session, with delivery utilising a mixture of face-to-face and online training. If you are making use of the online CPD library, there is no need to sign-up. You should, however, record on your Personal Development Review (PDR) the training you have completed.

[Book here](#)

The TAT CPD offer is planned to compliment the individual offer at school level. School leaders are best placed to make strategic decisions about school led CPD, in line with school priorities and improvement plans. The TAT offer, however, enables staff to personalise their learning and focus on development specific to their individual needs and aspirations.

CORE OFFER

CPD FOR ALL

At Trinitas, professional development is an entitlement for all staff, underscoring our commitment to your continuous growth and success. Our core CPD offer ensures that every member of the Trinitas family is well prepared to excel in their role, aligning their professional journey with the overarching vision of our Trust. The core offer includes:



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.

Committed to EDI

Each year, we hold a Trust Wide INSET Day with a key focus. This year we are pleased to be working with 'Diverse Educators' as we continue to drive forward our focus on Equity, Diversity & Inclusion. Our INSET this year will focus on:

- Developing an understanding of key DEI concepts and language
- Reflecting on our own identities and lived experience
- Exploring our power, privilege and blind spots
 - Creating an inclusive culture
 - Sharing collective responsibility
 - Modelling inclusive behaviours
 - Holding one another to account



Trinitas Induction

The Trinitas Induction programme aims to seamlessly integrate new staff into the Trust, acquainting you with our culture, expectations and policies. It provides essential information and support, ensuring from day one staff feel welcomed, informed and ready to contribute.

Trinitas Vision & Values

All staff are introduced to the vision and values of Trinitas Academy Trust. This session ensures all staff foster a shared sense of purpose and direction, understand our vision, and therefore recognise their part in achieving it. Staff will also be introduced to members of the Trinitas Central Team.

Safeguarding

Trinitas colleagues all receive annual training with updates on KCSIE linked to the Safeguarding Policy. As part of our relentless commitment to Safeguarding, additional Child Protection sessions bespoke to each school's setting are led by the Trust Safeguarding Lead

Equity, Diversity & Inclusion

The Trust has a strong focus on Equity, Diversity and Inclusion. As a result, all staff undertake EDI training as part of their induction. To enhance this further in 24/25, all members of the Trinitas Family will be taking part in Trust wide INSET led by Diverse Educators.

Compliance / H&S

All Trinitas colleagues will receive annual training and updates on GDPR, Cyber Security and Fire Awareness from our experienced Team. There are other opportunities for further training for Site and Admin Teams as well.

“There is almost no limit to the potential of an organisation that recruits good people, raises them up as leaders and continually develops them”

- John Maxwell

“Control leads to compliance;
autonomy leads to
engagement”

– Daniel Pink

PATHWAYS

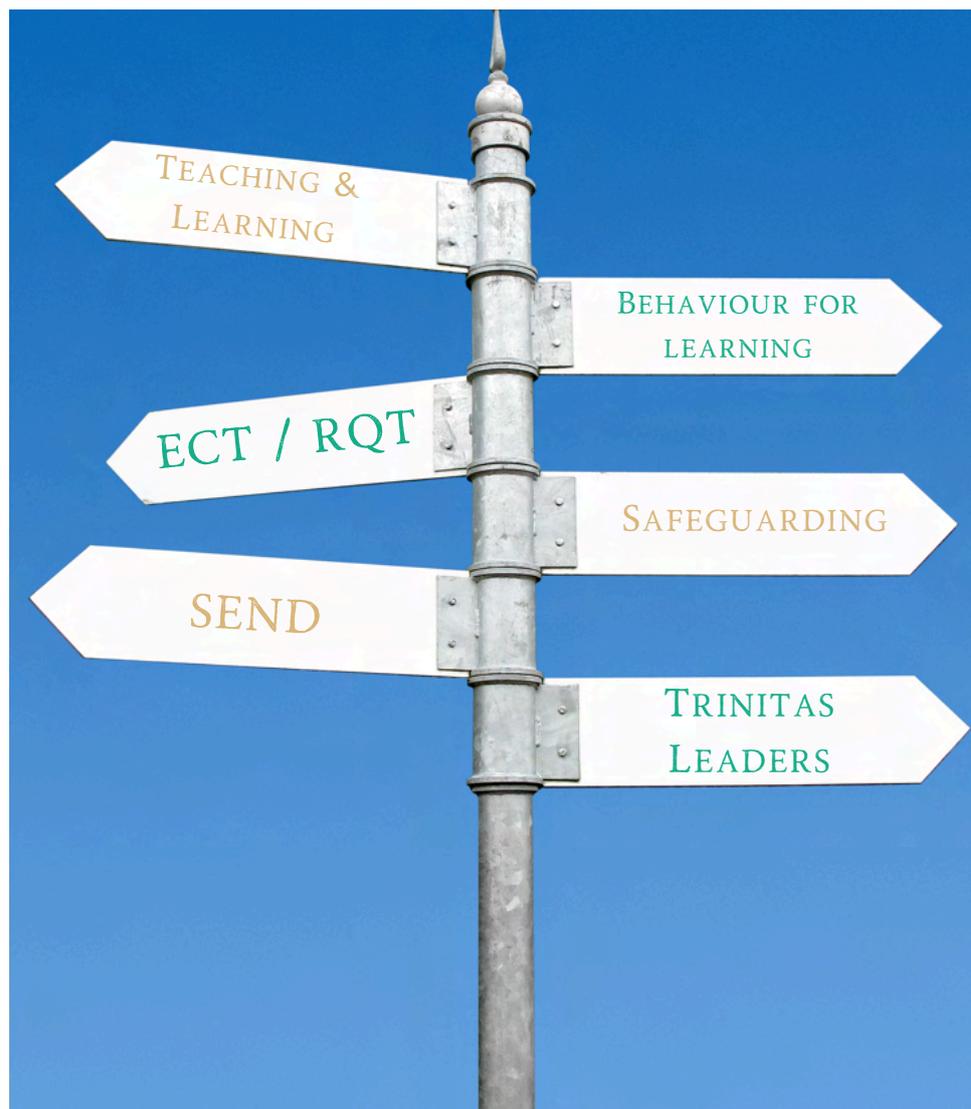
In the ever-evolving landscape of education, continuous professional development for all school staff is paramount to ensure that educators remain at the forefront of pedagogical advancements and best practices. To address this need, Trinitas has designed 6 CPD pathways, offering a structured yet flexible framework for professional growth. These pathways enable educators to concentrate on honing their skills in specific areas of interest, thereby fostering a more tailored and impactful learning experience.

By embracing a CPD pathway, school staff are not only able to deepen their expertise in chosen domains but also enjoy greater autonomy over their professional development journey. This approach empowers educators to align their growth with personal career aspirations and the unique needs of their students, ultimately enhancing the overall quality of education. The 6 learning CPD pathways are designed to cater to diverse interests and professional goals, ensuring that all staff can find a relevant and enriching path to follow.

Future aspirations

The pathways are open to all staff, regardless of role. We take great pride in our history of developing staff across the Trust, with significant numbers of staff gaining promotion and moving up in the organisation. To this end, if there is a pathway that appeals to you and supports your future goals and aspirations, then you should follow it!

If you have identified a pathway that you wish to follow, it is expected that you attend all sessions and complete the pathway in its entirety. In doing so, you will maximise your development and understanding.



TEACHING & LEARNING PATHWAY

Great Teaching is underpinned by strong pedagogy. At Trinitas, Rosenshine's Principles form the foundation of each school's Teaching and Learning approach.

Rosenshine's Principles combine three distinct research areas (cognitive science, classroom practices, cognitive support) and how they compliment each other by addressing how:

- *People learn and acquire new information*
- *Master teachers implement effective classroom strategies*
- *Teachers can support students whilst learning complex material*

Throughout these sessions colleagues will have the opportunity to reflect upon both theory and their own practice whilst networking with other colleagues and sharing ideas.



Session One

Overview of Rosenshine's Principles

Colleagues will reflect upon their own practice, considering their strengths and areas for development in relation to Rosenshine's Principles.

Session Three

Ask questions & provide models

Develop skills in asking effective questions to engage students and check for understanding.

Enhancing awareness of the role of modelling

in teaching and learning to provide clear and effective models

Session Five

Obtaining high success rate & scaffolding

Achieving a high success rate by ensuring students achieve a high level of understanding before moving on.

Providing appropriate scaffolds to support students in mastering difficult tasks.

Session Two

Daily review & new material

Understand the importance of daily review and consider strategies to effectively implement in the classroom.

Thinking about how to present new material in small, manageable steps to enhance student understanding.

Session Four

Guide student practice & check for understanding

How to guide student practice effectively to ensure mastery of new material.

Developing techniques to regularly check for student understanding during lessons.

Session Six

Independent practice / weekly & monthly review

Understand the role of independent practice in solidifying student learning.

Implement regular review sessions to reinforce learning and enhance retention.

BEHAVIOUR FOR LEARNING PATHWAY

At Trinitas we understand that for the curriculum to be delivered effectively, the climate for learning has to engage all students.

Through these modules we explore pedagogy, case studies and give colleagues the opportunity to reflect and develop their own practice. Throughout this pathway, staff will:

- Understand what effective behaviour for learning looks like
- Consider how to develop strong relationships with children / students
- Develop strategies for creating a strong learning environment
- Reflect on their own practice with colleagues



Session One

Identify key behaviour challenges in classrooms
Building relationships - why it is vital?
Explore Theories of Behaviour and Learning.
Building a toolkit of positive behaviour strategies.

Session Three

Understanding SEND - am I meeting the needs of all pupils in my care?
Understand and develop adaptive teaching strategies.
Silver lining moments.

Session Five

Extreme behaviours - what can I do?
Writing and following a consistent management plan.



Session Two

Explore the impact of Emotional, Social & Cognitive factors on learning behaviour.
Reflection of pupils in your care where one or more of these influences their learning behaviour.
Building a toolkit of positive behaviour strategies.

Session Four

Engaging pupils.
Engaging with parents and carers.
How do we engage our most vulnerable families?
Review of own case study.

Session Six

Review of Positive Behaviour Strategies.
Review of Toolkit of positive behaviour strategies.
Review of own case study.

SEND PATHWAY

The SEND Pathway will equip colleagues with the understanding and tools to provide effective support for those children identified as having Special Educational Needs. Led by SENCOs, this Pathway really explores what SEND means and the challenge of meeting each child's individual needs.

These sessions will give colleagues the opportunity to explore the latest research and pedagogy whilst also working with colleagues with similar SEND profiles in their class and sharing good practice.



Session One

Explore and understand what SEMH, ASD, ADHD, S&L mean and how we can meet these needs
De-escalation strategies
Adaptive teaching

Session Three

Making Sense of Autism 2:
We explore the Three Areas of Difference in terms of strengths and support needs and identify some initial reasonable adjustments that need to be considered when supporting autistic pupils

Session Five

'Talk Matters' - identifying learning gaps for children with speech and language needs early, to ensure they get early and effective support
Intervention-specific training e.g. visual timetables / social stories



Session Two

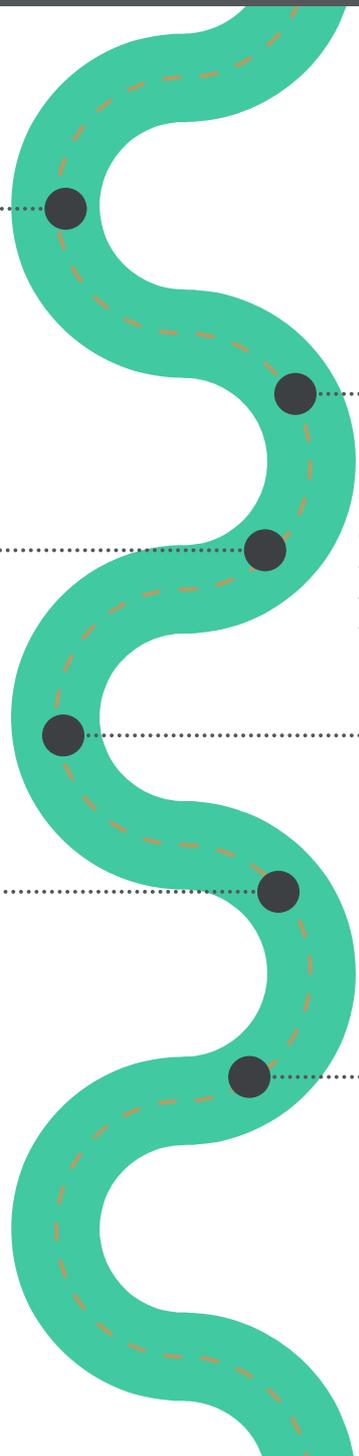
Making sense of Autism Pt 1: awareness-raising module that introduces autism and the Three Areas of Difference:
-Social Understanding & Communication
-Flexibility, Information Processing & Understanding
-Sensory Processing & Integration

Session Four

Utilising the Bexley Toolkit for early intervention
Observing good practice

Session Six

Attachment
Trauma
Supporting parents of a child with SEND - risk assessment & EHCP



TRINITAS LEADERSHIP PATHWAY

These sessions are focused on effective leadership and will cover key areas essential for driving academic success and fostering a collaborative learning environment. It will explore strategic planning, curriculum design, and the implementation of best teaching practices to enhance subject delivery.

The session will emphasise the importance of data analysis in tracking student progress and adapting instructional methods. Leadership skills such as communication, team-building, and resource management will also be addressed. By the end of the pathway, participants will be equipped with practical tools and strategies to lead effectively, promoting higher student achievement and professional growth among their colleagues.



Session One

Effective leadership
Leadership versus management

Session Three

How to analyse data effectively to drive pupil progress and outcomes

Session Five

Demonstrating impact of leadership - Heat Map?



Session Two

Monitoring of your subject (beyond release time)
Use of the Trinitas MEQAs
Curriculum: coverage and progression

Session Four

Autism Education Trust (AET) - Leadership of SEND

Step Six

Delivering feedback and handling difficult conversations

ECT / RQT PATHWAY

Throughout these sessions there will be opportunities to network and reflect with Trinitas colleagues. The Trinitas Early Career Teacher / Recently Qualified Teacher (2+ years) program is designed to give you strategies to Flourish, whilst also being flexible enough to adapt to your collective needs.

“Teachers are the foundation of the education system – there are no great schools without great teachers. Teachers deserve high quality support throughout their careers, particularly in those first years of teaching when the learning curve is steepest. Just as with other esteemed professions like medicine and law, teachers in the first years of their career require high quality, structured support in order to begin the journey towards becoming an expert.”

DfE - Early Career Framework, 2019



Session One

Review of the first four weeks. What has gone well? Even better if? What do you need to achieve? How can Trinitas support you?

Session Three

Understanding the SEND pupils in your care
Adaptive teaching and the silver lining

Session Five

Rosenshine explored in more depth - putting theory into practice



Session Two

Classroom management - layout and impact, managing the timetable
Behaviour strategies
Relationships - children, parents, colleagues
Time management - getting the balance right

Session Four

Safeguarding and Child Protection

Session Six

Managing difficult conversations
Report writing
Reflecting and planning for next year

SAFEGUARDING PATHWAY

Safeguarding is at the heart of everything we do and is an essential element of the Trinitas Core Offer. As part of our commitment to safeguarding, and in addition to statutory safeguarding training requirements, we offer a Safeguarding Pathway designed for colleagues who want to professionally develop their understanding of Safeguarding and Child Protection Protocols.

The pathway will explore the 6 R's in safeguarding: Recruit, Recognise, Record, Reporting, Respond & Review.

Colleagues will have opportunities to deepen their understanding of the principles that underpin safeguarding practice through case studies and discussions.

Please note this is not for current DSLs.



Session One

To provide an understanding of government legislation and KCSiE guidance and implementation and how these transfer into school accountability to safeguard children.

Session Three

Provide an insight into the neurodevelopment of children who have been exposed to Adverse Childhood Experiences (ACES)
Case study analysis across the Trust of ACES

Session Five

Signs of Safety: a social care strengths-based approach to working with children and families. Colleagues will learn the strategies applied including scaling of safeguarding concerns for social care's Early Help, Child in Need and Child Protection procedures.



Session Two

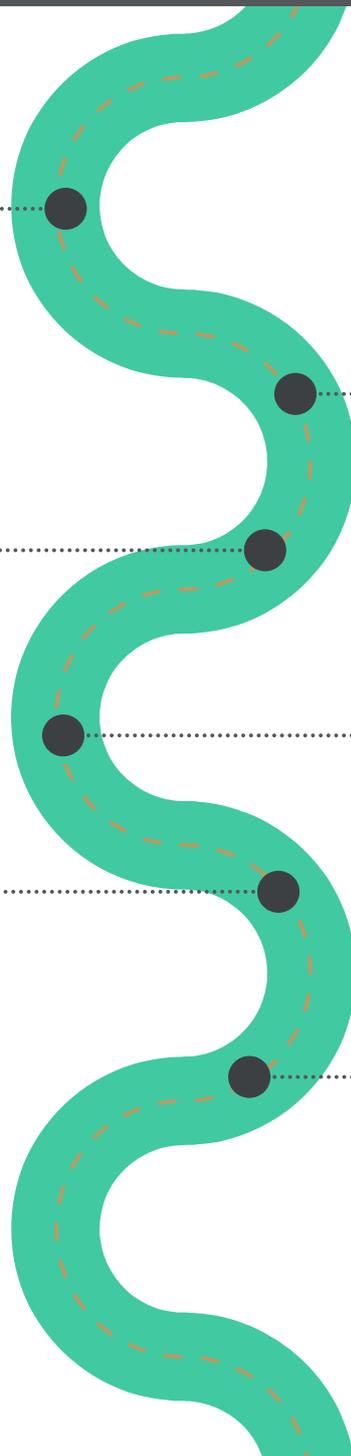
Strategic insight into the DSL1 role and responsibilities which ensures and promotes a practice that creates a safe and supportive environment for vulnerable children exposed to abuse

Session Four

Understanding the procedures for reporting and responding to child protection concerns which will provide the skills to make a strong referral

Session Six

Quality assuring schools safeguarding culture, through audits, reviews and assessing actions to improve practice
There will be an opportunity for colleagues to participate in the Trust's annual safeguarding review as observers at the school where they are employed





On demand CPD

Trinitas has partnered with TT education to provide access for all staff to the TT School CPD Library - a portfolio of over 375 on-demand courses. This includes new course releases and regular updates to reflect the latest Ofsted and DfE thinking.

The wide range of courses ensures that all staff within the Trust, regardless of role, can find on-demand CPD that is specific to their role and supports their growth and development.

A range of courses are one-hour, and therefore enable staff to cover a range of themes / topics over the course of the year. Alternatively, some courses are 6 hours and therefore staff can complete the programme over the course of the academic year using the dedicated TAT CPD time.

The full catalogue of courses is available [here](#). Staff can also search the library on the TT platform.

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**HIGHLY EFFECTIVE
EDUCATORS ARE
MORE LIKELY TO
SEEK ADVICE AND
INFORMATION
FROM COLLEAGUES**

NPOs

NATIONAL PROFESSIONAL QUALIFICATIONS

NPOs are a suite of specialist and leadership qualifications designed to support teachers and school leaders to develop leadership expertise across a range of areas.

Trinitas actively supports staff who are interested in developing their expertise via NPO programmes, and have a strong history of staff successfully completing qualifications from across the entire NPO suite.

NPOs can:

- Provide training and support for teachers and leaders at all levels.
- Be completed around existing commitments.
- Improve outcomes for children and young people.
- Support staff development.

Specialist NPOs

Specialist NPOs can help you develop your classroom teaching or specialism.

- Leading teacher development - help teachers in your school develop their skills
- Leading teaching - lead the teaching and learning of a subject, year group or phase.
- Leading behaviour and culture - promote a culture of good behaviour and high expectations
- Leading literacy - promote literacy across a whole school, year group, key stage or phase
- Leading primary mathematics - use mastery approaches to lead maths teaching in your school

Leadership NPOs

Leadership NPOs can help you develop your leadership skills or progress to a leadership role.

- Senior leadership - develop leadership expertise to improve outcomes for teachers and pupils
- Headship - become an expert school leader and outstanding headteacher
- Executive leadership - develop the expertise to run a multi-school organisation and lead change and improvement
- Early years leadership - manage your staff and organisation to provide high-quality early years education and care
- Special educational needs co-ordinator (SENCO) – perform a SENCO role effectively and set the strategic direction of special educational needs policy in a school. Courses will begin in autumn 2024.

Please speak to your line manager / Principal if you would like to complete one of the NPO programmes.



LINKS

[Pathway Booking form](#)

[Online CPD Catalogue](#)



Trinitas
Academy Trust

Faith ✦ Family ✦ Flourish