

CATHEDRAL SCHOOLS TRUST

TRINITY ACADEMY

ABOUT TRINITY ACADEMY

Trinity Academy is a highly oversubscribed free school that opened as part of the Cathedral Schools Trust in September 2019. We are a music specialist academy with 10% of our cohort entering the school through a music aptitude test. Our students come from hugely diverse backgrounds and we are proud to serve them. We are currently in temporary accommodation and look forward to moving into our £24 million new building early in the next academic year.

Our mission at Trinity is to create a world class school. As such, we expect that all members of our community seek to become the best version of themselves, developing Head, Heart and Soul, so that our students will ultimately be successfully and happily employed in a career with prospects, as well as being citizens with a burning passion to serve their communities.

The Head - A place of learning: Pupil progress is absolutely central through great teaching and engaged learning. Expert teachers deliver a broad curriculum to develop students to have a passion for learning and to find success. We have the highest aspirations for our students and a relentless drive to improve our teaching and their learning.

We also believe that all teachers are learners. There is an expectation of full engagement in continued professional development, weekly reading, intentional mentoring and practising. It is an exciting place to be a teacher and our aim is to be a national centre of excellence.

The Heart - A place of care and respect: Students are taught to show care and respect for themselves, the community and the environment and we care deeply for them, ensuring that all students of all abilities and backgrounds achieve their best because they are safe, happy and motivated. A strong emphasis is placed on belonging to the school community. Our values are extremely important to us at every level of the school and we believe that every adult at Trinity Academy is a pastoral leader.

As adults we show care and respect for ourselves by looking after our own wellbeing including our work life balance; wearing smart business dress; demonstrating consistently high standards of personal conduct. We show care and respect for each other by; treating pupils and colleagues with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position. We also demonstrate consistently high standards of professional conduct, creating a culture of high challenge and high support for colleagues and students. We show care and respect for the environment by modelling the behaviour we expect all to follow.

The Soul - A place of engagement: Whole child learning happens inside and outside of the classroom. At Trinity Academy there is a rich offer of co-curricular opportunities including specialist music and performing arts groups and exceptional sport. Students find their ‘spark’ and develop a confidence which will allow them to pursue any further study or employment. We expect staff to fully engage in the co-curricular life of the school. This is wide ranging with some groups led by specialist teachers and other groups following the interests of staff.

Trinity Academy is part of the Cathedral Schools Trust which currently consists of three secondary and four primary schools though is expanding rapidly. Close collaboration is encouraged across the Trust as we seek to support and challenge each other. There are cross Trust career opportunities including Lead Practitioner roles both for subjects and for identified areas of development.

ABOUT CST

INTRODUCTIONS

Cathedral Schools Trust was established in February 2016 to include Bristol Cathedral Choir School (an academy since 2008) and Cathedral Primary School (a free school that opened in 2013). Headley Park Primary School and Victoria Park Primary School, joined the trust in August 2017 and St Katherine's School joined in January 2019. A brief overview of the schools currently in CST is below:

SCHOOL	PHASE	TYPE	NO. ON ROLL	LOCATION
Bristol Cathedral Choir School	Secondary	Academy (C of E designation)	983 currently rising to 1150 by 2021	College Square, Bristol BS1 5TS
Cathedral Primary School	Primary	Free school (Christian ethos)	241 currently rising to 420 by 2020	College Square, Bristol BS1 5TS
Victoria Park Primary School	Primary	Academy	420	14 Atlas Rd, Bristol BS3 4QS
Headley Park Primary School	Primary	Academy	420	Headley Lane, Headley Park, Bristol BS13 7QB
St Katherine's School	Secondary	Academy	756	Pill Road, Pill, Bristol, BS20 0HU
Stoke Park Primary School	Primary	Academy	230	Brangwyn Grove Lockleaze Bristol BS7 9BY
Trinity Academy	Secondary	Academy	120	Brangwyn Grove Lockleaze Bristol BS79BY

VISION

The vision for the trust has evolved over time and is based upon the following guiding principles:

- Made up of a broad and diverse range of schools to include primary and secondary and culturally and socio-economically diverse schools, to become a mixed MAT.
- Working towards a critical mass of approximately 5-10,000 children within a local catchment area of greater Bristol.
- Ensuring that in the first instance, we grow through strong partnerships, generating high aspirations for all pupils, especially the disadvantaged, and building on the existing success of the founding schools and the Teaching School Alliance.
- Allowing each school appropriate earned autonomy and individuality, with high levels of trust and collaboration between schools. Understanding the drivers which led us to develop the trust and ensuring that other schools retain their identity but are committed to meaningful collaboration and using the trust to create new opportunities for both children and staff.
- Ensuring staff and children fulfil their potential and all are valued and nurtured.
- Delivering a commitment to creative, aspirant, innovative thought and action, rooted in evidence and action research.

Within the trust, our expectation is for all schools to be committed to:

- The spirit of co-creation.
- Sharing best practice and contributing to improvement in all schools across the trust and within the Teaching School Alliance.
- Appreciation of the importance of music and the co-curricular entitlement for all children.
- Sharing strengths to raise aspirations and deepen the learning experience for all children within the trust.

Our expectation is for every pupil to have:

- An excellent and inspiring experience.
- An education celebrating a wide range of world views and interpretations.
- Access to enrichment opportunities, in particular around music.

In turn our expectation is for staff to be:

- Recognised and valued.
- Provided with opportunities for learning, career development and opportunities for progression across the trust and the wider education system.
- Listened to with good communication across all levels of the organisation.
- Encouraged to try new ideas and to innovate.

VALUES

We are a values-driven organisation and expect our new Job Role to aspire to our core beliefs. Our core values are outlined below.

Cathedral Schools Trust (CST) wants our children, and all those who work with them, to be safe, happy and to flourish. We will provide an education that encourages young people to be imaginative, knowledgeable, confident, hopeful, and equipped to make significant decisions. We believe that children will benefit if they learn respect and compassion for one another and for the world. We want them to be full of hope and a force for good.

Our children will have an entitlement to a rich and balanced curriculum. Schools will be encouraged to develop aspects of the curriculum that reflect the needs, interests and aspirations of their community. However, music will play a particularly important role in the life of CST, enhancing the sense of community through performance and celebration.

The trust believes that strong and trusting relationships are at the heart of good education. We hope to create a community of learning that embraces all staff, students and their families, who learn from one another. The focus will be on working in partnership, with a rigorous but collegiate approach to support and challenge amongst school leaders, staff and governors. We will support and build leadership and management capacity, and we will value, nurture and encourage the continual professional learning of staff. We aim to ensure that our staff enjoy working as part of the trust and will actively choose CST as their employer, recognising that they can develop and fulfil their potential. We will always seek to be reflective and to improve.

Our Multi Academy Trust (MAT) will include both community schools and Church of England schools. The trust values diversity and welcomes children of all faiths and none. Our core values of respect, compassion and hope are derived from the Christian heritage and are congruent with all faiths and non-theistic beliefs. To that end, we prize the particular and distinct identity of our partner schools and believe that the conversations we have as we encourage best practice and celebrate diversity, are right at the heart of our existence. We believe that this will be best achieved in an environment that values trust, kindness and creativity.

This is an exciting opportunity to work as part of a multi-academy trust committed to high expectations and excellent provision for all. The new school will work closely with the other schools in the trust, sharing resources and expertise where appropriate, and the Job Role will be expected to forge strong working relationships with the other CST Headteachers. The Trust provides flexible and adaptable learning and development opportunities for all staff, and is committed to the development of future leaders in education. Professional development is further supported by the work of the Teaching School Alliance as well as external events, e-learning, networking opportunities and cross-trust working.
You can find out about the Trust by visiting www.cathedralschoolstrust.org

