

Application Pack

Join us

Director of Digital Learning & Innovation

Closing date: Midday 15th May 2026

Start date: September 2026



Trinity
School



**ISI Inspectors observed that
"students celebrate each
other's differences and are
actively inclusive".**

ISI Inspection Report 2024



Welcome from the Headmaster

Thank you for your interest in working at Trinity. We hope that the information provided here and on our website will help you with your application and give you a flavour of our school.

Trinity is a special place to work and this derives, in part, from a kind and purposeful approach in all that we do. Our most recent inspection of the school took place in November 2024 and we were delighted that we were awarded a significant strength for our community; the relationships within the school and with our wider locality are key to our educational mission.

We warmly welcome inspiring staff and students from an unusually wide range of socio-economic and cultural backgrounds. Our purpose is to nurture good human beings, focusing on their character and the values that we want our students to make their own. We hope they will leave Trinity without any sense of entitlement, but with a humility that acknowledges the fact that there is always more to learn, as well as a sense of how they can impact the world positively.

Yours faithfully,

AJKennedy



An introduction to Trinity School

Trinity School is a selective, independent day school for boys aged 10 – 18, with a thriving, co-educational Sixth Form. As one of the top independent schools nationally, students come from all over London and the South-East. Almost all go on to further education, work or apprenticeships. From September 2027, we will extend our co-education offering and we will welcome girls and boys in Years 6 and 7, and the school will grow from 1050 to about 1400 students over the next five years

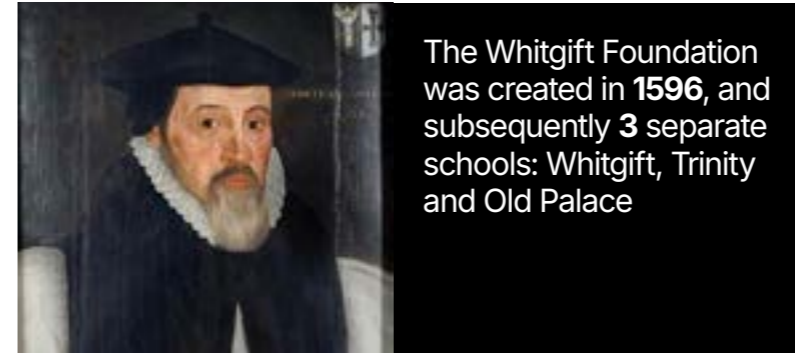
The school is one of two governed by the Whitgift Foundation, which was founded in 1596 by the then Archbishop of Canterbury, John Whitgift - the other school being Whitgift School for boys.

The school has been on its present site since 1965, and enjoys 27 acres of grounds as well as additional playing fields at Sandilands, fifteen minutes' walk from the school. The original building has been greatly extended, including the Mitre Theatre and the Shaw Building, which houses the Art, Design and Sports departments. We are about to enter a phase of very significant investment in the school's fabric as the school grows, which will transform our site. Most recently we have added a first class Performing Arts venue in the Trinity Concert Hall, a refurbished swimming pool, a Sports pavilion and a Music School.

Parents whose income falls below a specified threshold are eligible for a bursary and this enables us to attract students from an unusually wide range of socio-economic backgrounds. Parents choose Trinity as much for its well-grounded and diverse community as they do for the school's academic standards and breadth of co-curricular opportunities.

"It is a school for any bright child, regardless of socio-economic background."

Trinity Parent



On average, we provide coaching, tournaments and sessions to **1,500** local primary school children each term

At Trinity we have **1000+** students, aged between **10-18**

767 hours were dedicated to worthwhile causes by participants from Trinity in The Duke of Edinburgh's Award programme, in one year



86% of GCSEs in 2025 were graded **9, 8 or 7**



175 teaching staff
83 operational staff



Over **90%** of our Sixth Form leavers have gone on to their first-choice destination over the past couple of years



Trinity received a 'significant strength' for our community, an important part of what we think makes Trinity so special

ISI Report 2024

THE SUNDAY TIMES
Ranked **35th Independent Secondary school nationally** by The Sunday Times Parent Power Schools guide 2026, and 17th in London.



50% of the student body receives some form of fee remission. Our bursary programme is one of the most extensive in the UK



Vision and values

We welcome well-qualified, inspirational and dedicated staff who are committed to their own continual professional development. Our focus is on outstanding pastoral care; ensuring that relationships within the school are based on mutual respect within a highly supportive environment. Great outcomes are delivered through a culture of strong values. By focusing on ethos and character, we want to nurture extraordinary young people.

Trinity was founded to serve its community. Over the past few years, we have welcomed approximately 120 schools to a range of programmes including our STEMLink, CHEMLink and COMPLink events. The Trinity Primary School Maths Morning is another key event, while the Sports department teaches in local schools, provides in-person INSET and online resources, and hosts a range of tournaments, with our facilities also being used by many local schools.

Trinity also nurtures a partnership with Chipwepwete School in Malawi. We have raised more than £100,000 in the last decade, which has funded a free school meal programme and led to the construction of a library, teaching block and even a bridge so that students and their teachers can safely cross the river to reach schoolsafely cross the river to reach school.



"Students develop into caring individuals with an appreciation for the community and world in which they are growing up."

Trinity parent



"At Trinity we want to nurture extraordinary young people."

Alasdair Kennedy



A culture of care

Trinity's focus is on relationships and positive interactions as the cornerstone for success. Students are encouraged to think about important interpersonal qualities, such as kindness, empathy, courtesy and personal responsibility.

Student wellbeing is central to all that we do and the school's pastoral structure provides a framework within which students grow and flourish. Tutors and Heads of Year take a lead role in supporting students and liaising with parents on pastoral matters, while the pastoral team are all trained in mental health first aid, and work alongside the nurses, counsellor and clinical psychologist to provide both physical and mental health support.

There are around 20 boys in each form in the Lower and Middle School. In the Sixth Form, tutor groups are formed of ten to twelve students. Students see their Form Tutor twice a day and these relationships are key: Tutors are there to listen, advise and help our students make and understand their own choices, and to act as the primary contact with parents.

We are proud of our reputation for providing outstanding pastoral care and, in the last two years, 100% of our new parents said that we achieve this.



"The pastoral care is amazing ... the teachers are my eyes and ears."

Trinity parent



A vibrant co-curricular life

Trinity enjoys a vibrant co-curricular life. Music at Trinity has an international reputation, and each year the Trinity Boys' Choir is involved in a varied programme of demanding professional work. Drama flourishes and the school's sporting reputation is also very strong, with regular national and international success. There are over 100 clubs and societies, and regular visits are arranged to concerts, plays and exhibitions. All members of staff assist with these activities.



"We have been very impressed by the quick response from the school when we had an issue with one of our sons. The peer monitoring system is great."

Trinity Parent



"The pastoral care is incredible... It feeds into how students are taught; meaning lessons are positive, stimulating and fun."

Trinity Parent



Teaching and learning at Trinity

Teachers and operational staff at Trinity enjoy a welcoming, comfortable and well-resourced environment. Our teaching is well researched and well evaluated, with professional development embedded into everything we do. We want our students to feel challenged and to approach difficulties with positivity and resilience, knowing that they are well supported.

Academic standards are consistently high, placing Trinity amongst the most successful schools in the UK. But, along with high academic standards, we believe that success comes in many different forms and seek out students with talents in specific areas such as Music, Art, Drama and Sport.

The School is divided into the Lower School (Years 6 to 8), Middle School (Years 9 to 11) and the Sixth Form. Most students in the Sixth Form study three or four subjects to A Level, while our Diploma programme helps students to engage in independent research and prepare for future pathways. To ensure that our students are stimulated and their potential fulfilled, we aim to teach key employment and research skills, and our co-curricular programme offers breadth and depth.

Our success has been on a consistently upward trajectory in recent years thanks in large part to exceptional teachers and teaching, and our supportive community.



“Curriculum initiatives develop pupils intellectual curiosity and leadership skills, and a sophisticated social awareness.”

ISI Inspection Report 2024



Training and Professional Development

We recognise that professional development is important for all staff at Trinity, it is our aim to support, encourage and role model positivity, resilience and a focus on life-long learning for everyone in our school community.

Triniteach

Led by our dedicated Director of Teacher Training, the Triniteach programme offers a salaried and supportive route to Qualified Teacher Status. We have an extensive track record of mentoring unqualified teachers, providing specialist support from the moment of appointment. The Triniteach programme lasts four years, leading to the Assessment Only (QTS) qualification and completion of the Early Career Framework. Recent graduates of the programme are now in middle leadership positions at Trinity and elsewhere.

Aspiring Leaders Programme

We run year-long Aspiring Senior and Middle Leaders' programmes in conjunction with three other leading independent schools. Both courses includes 1:1 coaching with existing senior leaders, sustained change management projects, and a mixture of face-to-face and online workshops delivered by external speakers and in-school experts.

Sustained CPD

Our Sustained CPD programme provides financial support for external courses which require sustained commitment from staff, such as master's degrees, sports coaching qualifications, and NPQs.

Working at Trinity

Salary and benefits

The John Whitgift Foundation salary scale is substantially above that of the maintained sector and a generous budget is allocated to professional development, with a variety of internal training courses also provided. The benefits package is summarised on the following page.

All staff are entitled to free lunches in the school restaurant and free membership of the Trinity Sports Club. The Sports Club boasts a 25m swimming pool, fitness suite, two large sports halls and several squash courts which are available to use during school holidays as well as term-time for staff and their family.

Staff are encouraged to take advantage of school facilities and co-curricular opportunities e.g. the climbing wall, discounted scuba-diving lessons, choirs, internal art competition, chess club, running club etc. There is also an active Staff Common Room Committee running regular social events.

Diversity, equity and inclusion

We are a diverse community at Trinity and strongly encourage applications from teaching and operational staff from a range of backgrounds.

We aim to create a welcoming, respectful and safe environment for all members of our community. We believe it is the responsibility of all to uphold these values to ensure an inclusive working environment where diversity is celebrated and everyone can contribute and thrive.

To enable us to make any reasonable adjustments, please let us know when you submit your application



whether you have any special requirements.

Safeguarding and welfare of students

Trinity is committed to safeguarding and protecting the welfare of children, young people and adults and expects all staff and volunteers to share this commitment. Applicants will be required to comply with all safeguarding procedures including an Enhanced DBS check and full social media check.

We regularly undertake a review of policies and procedures in order to keep up to date with changing legislation.

“Students’ natural intellectual curiosity and eagerness to learn is strongly supported by energetic, imaginative teaching.”

About The John Whitgift Foundation

We are part of the John Whitgift Foundation, a leading education and care charity with a vision to support people of all ages and backgrounds. As one of the largest bursary providers in the country, it grants thousands of young people access to an outstanding education that many could not otherwise afford. Through its care homes and services, it also gives older people a sense of community, comfort and joy in later life.

Thanks to the support of the Foundation in addition to our own fundraising activities, Trinity’s Director of Finance and Operations programme is one of the most extensive in the UK. Our aim, through our ‘1 in 5’ campaign, is to be able to offer life-changing bursaries to 20% of our student population.



Benefits

Full details available on:
www.johnwhitgiftfoundation.org

Discount Club

Exclusive savings on 1000s of products and services

Health Wellbeing Scheme

Corporate discounts at over 2,500 health clubs and gyms. Free use of the school Sports Club.

Private Medical Insurance

Favourable rates for staff who wish to be covered by a private medical insurance policy

Bupa Cash Plan

Help towards the cost of your everyday healthcare

Croham Hurst Golf Club

Concessionary Membership and Green Fees

Give as You Earn

Tax free donations to your chosen charity

Staff Fee Remission

Discounted school fees for School Staff

Season Ticket Loans

Help with your yearly travel costs

Life Assurance

Pension scheme members are also entitled to group life assurance

Childcare Scheme

Tax free Childcare Schemes

Pension Scheme

Membership of a generous money purchase pension scheme for all operational staff and the Teachers Pension Scheme (TPS) for teachers currently

Professional Development

Apply for funding towards sustained continuing professional development (including Masters and PGCEs)

School accommodation (for a family if needed) may be available

The Trinity Leader

We expect departmental leaders to:

Lead strategy

- Liaise with senior leaders on the future needs and ambitions of the department through departmental development plans, within the framework of the school development plan
- Participate fully in whole-school discussions formulating school policy, such as the Heads of Department and managers meetings and any associated sub-committees
- Ensure that departmental policies and practices remain current and are adhered to by departmental colleagues
- Implement whole-school policies
- Participate in any marketing initiatives, as required, including admissions events

Lead people

- Manage the performance of all members of the department, overseeing their wider contribution to the school as well as their wellbeing, as appropriate
- Oversee the PDR and Annual Review processes for all members of the department
- Encourage colleagues to engage in high-quality CPD
- Lead weekly meetings with members of the department focusing on sharing good practice and high-quality teaching and learning strategies
- Find other opportunities to promote an atmosphere of collaborative teamwork
- Delegate suitable responsibilities to each member of the department
- Work with senior leadership in appointing new staff and overseeing their induction.

Lead resources

- Manage the use of departmental space to create an effective, stimulating and safe environment for teaching and learning
- Oversee the effective and efficient administration and organisation of the department
- Formulate an annual budget proposal to meet the maintenance needs and development priorities of the school
- Ensure the agreed budget is effectively monitored and spent.

What are we looking for?

Passionate individuals

- Candidates who agree with the core values and ethos of Trinity School. Helping us to nurture extraordinary values
- An ability to articulate their passions through outstanding written and verbal communication skills Showcasing strong inter-personal skills with all members of the Trinity community.
- A confidence within ICT and an eagerness to be innovative with their use of technology.

Compassionate individuals

- Compassionate individuals who value that learning looks different for each individual and the eagerness to target or differentiate their support, as appropriate
- Candidates with a shared commitment to safeguarding and promoting the welfare of others
- A commitment to nurturing an inclusive environment.

Engaged individuals

- Full participation in life at Trinity School
- Evaluative of their professional practice and keen to drive forward.

Inspirational leaders

- Lead a community of like-minded individuals with an appetite for maintaining best practice
- Support the development of others in a nurturing, compassionate and pragmatic way
- Experience of managing change: highlighting the reasoning, running the process, and evaluating the effectiveness
- Mindful of external opportunities and ideas and bringing these to the Trinity community
- Ensure the community works collegiately towards the wider values and objectives of the school.

Find out what our staff had to say about working at Trinity in [this video](#).



The Post – Director of Learning and Innovation

We are looking to recruit a well-qualified, creative and enthusiastic individual to lead our school wide digital learning and innovation. Reporting to the Senior Deputy Head they will be responsible for taking our well-established systems forward as well as augmenting them further, and developing exciting new strands as the tech world increasingly interfaces with education. The role requires the engagement of a broad spectrum of stakeholders and offers the right candidate the opportunity to have a transformational impact on learning, efficiencies and innovation within our community.

Reports To

Senior Deputy Head

Job Description

Strategic direction

- To develop and lead the school's strategy for the effective use of digital technology in teaching, learning, and assessment
- To support the development and implementation of policies relating to digital safety, safeguarding, and acceptable use
- To drive innovation in classroom practice, supporting staff to use technology in purposeful and impactful ways
- Working with the Assistant Head T&L, to lead the development and implementation of AI across the school, ensuring its ethical and effective use
- To advise SMT on digital learning and technology strategy, attending relevant meetings as directed by the Headmaster
- To contribute to whole-school planning for digital infrastructure and services, ensuring alignment with teaching and learning priorities
- To work in partnership with the Head of IT Services to ensure ICT provision supports the educational aims of the school
- To work in partnership with the Data Manager to develop and support a strategic approach to the use of data and analytics across the school, enabling informed decision-making in teaching and learning.

Leadership and Management

- The post holder will be line managed by the Senior Deputy Head
- To line manage the Head of Information Services and team
- **Key relationships:**
- Deputy Head Academic
- Assistant Head (Teaching & Learning)
- Head of IT Services

- Member of the whole-school Senior Middle Management group.

Training and Development

- To support students in developing the digital skills required for effective and independent learning
- To contribute to the induction of new students in the use of school digital systems and iPads
- To lead digital parent information on the use of digital devices
- To support teaching staff in embedding technology into teaching, learning, and assessment, and to promote innovative practice across departments
- To ensure support staff are confident and effective in their use of relevant technologies
- To design and deliver staff training (INSET, induction, and ongoing CPD)
- To work with Heads of Department to develop subject-specific digital strategies
- To identify training needs across departments and support the work of Digital Champions
- To support digital process thought across school life.

Management of resources

- To provide strategic oversight of ICT resourcing to support teaching and learning priorities
- To contribute to the development of the IT budget in consultation with the Deputy Head and Head of IT Services
- To manage budgets relating to digital teaching and learning, including departmental requests, in consultation with the Assistant Head (Teaching & Learning)
- The post holder will be expected to teach around half a timetable each week.

Required skills and experiences

- Strong understanding of teaching and learning, with the ability to translate pedagogical principles into effective digital practice
- Proven ability to lead and influence staff, supporting change and innovation across a whole-school context
- Strategic thinking, with the ability to develop and implement long-term plans for digital learning and technology
- Good working understanding of educational technology, digital platforms, and emerging developments (including AI)
- Ability to use and interpret data to inform decision-making and evaluate impact
- Experience of overseeing data transformation projects with focus on developing and creating dashboards (fixed reports) to supporting data-driven decision-making
- Effective collaboration and communication skills, particularly in working with both teaching staff and IT professionals
- Understanding of the role of IT infrastructure and services in supporting education, with the ability to work constructively alongside technical teams
- Experience of designing and delivering training or professional development for staff
- Strong organisational skills, including the ability to manage projects, priorities, and budgets effectively
- Awareness of digital safeguarding, data protection, and ethical considerations in the use of technology

Person Specification

We expect that the successful candidate will have:

- Experience in designing or developing digital systems and workflows to support teaching, learning, or school operations
- Strong technical proficiency, with the ability to understand and engage with more complex digital tools or systems
- Experience working with data systems (e.g. MIS, dashboards, or reporting tools) beyond basic use
- Knowledge of emerging technologies and trends in education (e.g. AI tools, automation, digital assessment platforms)
- Experience of leading or contributing to cross-school digital or innovation projects
- Understanding of procurement processes or involvement in selecting and implementing new technologies
- Experience of working in partnership with IT teams or external providers on digital initiatives

Terms and Conditions

- Salary likely be in the range of £70,000 to £80,000k depending on experience
- The Whitgift Foundation Salary scale is substantially above that of the maintained sector
- This is a full-time role
- A commitment to the extra-curricular life of the School is expected of all staff and expertise in one or more activities will be an advantage
- Trinity School is committed to safeguarding and protecting the welfare of children, young adults and expects all staff and volunteers to share this commitment. All applicants will be required to comply with all safeguarding procedures including an Enhanced DBS check
- Successful candidates will be subject to a social media check.

Application Process

Timescales

Please apply online at www.trinity-school.org/vacancies as soon as possible and no later than midday on 15th May 2026.

Interviews are likely to be held before 22nd May 2026.

Trinity School reserves the right to interview and appoint before the published closing date.



Please contact

Mrs Sharon Wilson

PA to Headmaster

hmsec@trinity.croydon.sch.uk

Trinity School, Shirley Park, Croydon CR9 7AT

020 8656 9541

Further details about Trinity may be found on our website www.trinity-school.org.

Apply online at www.trinity-school.org/vacancies

Thank you for your interest in Trinity School

