



TRINITY ACADEMY

Emmanuel Schools Foundation

Dear Colleague,

Thank you for your interest in Trinity Academy, a truly remarkable school, with an outstanding future.

As you will see from the enclosed journal articles, shortly after opening Trinity Academy very quickly became the 'most improved academy in England' with a distinctive 'character-first' approach underpinned by its Christian ethos which supported high expectations and aspirations. Trinity was judged 'Outstanding' by OFSTED but we are now a little over five years on from the retirement of Trinity's founding Principal and we have a new challenge. I've enclosed the journal articles because this is what we want Trinity to 'look like' once again - although we believe we can surpass this and achieve even more now for our students and community.

Just a few days after I took over as CEO of the MAT, back in September 2017, OFSTED carried out an inspection and Trinity received its second 'Requires Improvement' judgement. The school is currently led by our Executive Principal, who (forgive me) is committed to 'Make Trinity Great Again'. Jonathan led his previous school to achieve three 'Outstanding' judgements from OFSTED, and we have a newly formed and highly effective leadership team at Trinity - but we also have some significant opportunities.

At ESF we believe that local schools leaders should lead their schools and they have considerable freedom to do so. While we want to learn from best practice across the MAT we do not impose a 'strait-jacket' and our schools are not carbon copies. We have the same core values across the Foundation and we all seek to help students develop a range of virtues that build the character that will enable them to succeed at school and in life. Each of our schools have their own distinct identity and our principals are very different people! We are quite clear that the school Principal is the leader of their school.

The new leadership of Trinity will be supported by colleagues to achieve a 'Good' from OFSTED (the Sixth Form is already rated 'Good') in the first instance and we are confident we are on an upward trajectory. Our priorities are now student progress, especially PP and P8. We are therefore seeking a high-calibre leader of character to take Trinity forward. If you are not the 'finished article', you will be given support; but if you are determined to see children build character, make exceptional progress and to lead a school with a clear Christian ethos, we would like to hear from you. There is a tremendous amount of goodwill among Trinity staff who are kind, hardworking and have the best interests of students at heart - and we have supportive local governors and parents who are keen for their children to succeed. The school has a superb campus (all under one roof including the brand new sixth form block) and a dedicated team of leaders.

Perhaps the best test of a school for us as professionals in education is 'Would I send my child there?' and after I had conducted the case study (enclosed) of Trinity's transformation, my wife and I moved our family into the catchment area so our children could benefit from an ESF education. We have been Trinity parents for the last eight years and have no regrets. Our eldest has left Trinity and went up to Cambridge after a stint of soccer coaching in the US. Our daughter is studying A level English literature at Trinity's sixth form (results from the English department were stunning in 2017-18) and our youngest son loves science, played guitar in Trinity's rock band and classical quartet and was inspired by the teachers at Trinity. A visiting colleague recently remarked that I had 'skin in the game' at Trinity and he was right.

I've been frank about where we are at Trinity. I am leading ESF as a 'Character-First' MAT. We currently educate nearly 7,000 students, employ around 1000 staff and have an annual budget of about £38m. We are keen to grow to about 10-12,000 students where we can make a positive impact on educational outcomes and social mobility. Of our six schools, one is 'Outstanding' and two are 'Good' but Trinity is where the greatest impact can be made right now. Trinity is easy to get to, just off the M18 and it takes well under an hour to get to Sheffield, Hull or Leeds (where I was Head of the School of Education until taking up the CEO role). Do come and have a look. I would be happy to have an informal conversation by phone and to welcome you to Trinity to show you around ahead of the deadline for applications. I think you'll be impressed by what you see and challenged to consider what you could achieve for students at Trinity.

Yours sincerely,

A handwritten signature in black ink that reads "Mark Pike". The signature is written in a cursive, slightly slanted style.

Professor Mark Pike, MA, PGCE, PhD
CEO, Emmanuel Schools Foundation