



The Trinity School
Subject Leader – History

Recruitment Brochure

February 2023

Part of the Alpha MAT





Dear Candidate

We are delighted that you are considering making an application to this exciting post.

This is a unique opportunity for a dynamic teacher to help shape and support the growth of this new free school.

We are creating a community which works together to ensure all of our students develop the skills, confidence and knowledge to achieve success at school and beyond; this role will be key to us achieving this.

The Trinity School is a member of the Alpha Trust, a partnership which provides opportunities to support one another and work collaboratively for the benefit of all of our students. If you share our commitment to exceptional outcomes for all students and feel able to model our Triple Crown values of integrity, tenacity and ambition, we hope you will apply.

This pack aims to provide you with information about the application process, our MAT and The Trinity School. If joining this school as part of its leadership team sounds like a role that excites you, we look forward to receiving your application.

Mark Orrin

Head of School

Application forms and letters (no CVs) should be returned to vacancies@thetrinityschool.co.uk

Closing date: Friday 24 February 2023 9:00





Welcome from the CEO

We warmly welcome you to the Alpha Trust. We believe that every child in our schools can achieve the highest academic standards whilst enjoying a vibrant, broad and balanced curriculum. We are committed to excellence in all that we do and are unashamedly ambitious for the future success of our students.

Our schools retain their own unique features to meet the needs of the communities which they serve, but we are united in the core purpose of providing an outstanding educational experience which includes a rich and varied extra-curricular programme. The Trust has a proven track record of success and it is a pleasure and privilege to work with like-minded, ambitious professional leaders and Trustees.

We are mutually supportive and financially disciplined with a culture and ethos that benefits from shared expertise and success. We share a morally sound vision with a focus on the individual student. We aim to provide the care and support to enable each individual to flourish.

We are committed to the development of our staff and as a National Teaching School (NEETSA) and provider of Outstanding Initial Teacher Training (CTTC), we are able to offer first class professional development.

It is central to the philosophy of this Trust that our students will learn in an orderly atmosphere, developing the capacity for creative independent thought and the ability to communicate effectively.

Our vision has school improvement at the core of every decision we take to ensure every child is given the opportunity to achieve outstanding outcomes. We believe that the partnership unique to Alpha Trust forms the solid foundation to ensuring this success.

Kind regards.

Gillian Marshall CEO





Alpha Trust – Mission

The mission of Alpha Trust is to prepare resilient and responsible citizens and future leaders who are able to compete in a global economy. We have high expectations of our students and staff. We promote ambition and commitment to ensure that students of all abilities achieve outstanding outcomes. We are committed to excellence whilst acting with integrity and compassion and are unashamedly ambitious for the future success of our students.

Alpha Trust – Values

As a family of schools, we are working collaboratively to celebrate and nurture both the similarities and distinctiveness of each school’s ethos and values. We celebrate the uniqueness of all students through outstanding pastoral care, academic challenge and inspirational teaching. Each child is supported to flourish and make a positive contribution to the communities they serve.

We expect all members of Alpha Trust to respect and model our core values:

- Integrity and Honesty
- Compassion
- Ambition
- Commitment
- Respect
- Resilience
- Optimism
- Loyalty



Colchester
County High
School for Girls

1031 students



The Gilbert
School

1571 students



Manningtree
High School

850 students



Home Farm
Primary School

420 students



The Trinity
School

900 students



The Trinity School

A new school with an established heritage.

Thank you for considering this post at our new school.

The Trinity School opened as a secondary school in September 2021 on the site of The Gilberd School, with a primary school planned to open adjacent to the permanent site in 2024. Both schools will be part of the Alpha Trust; a small multi-academy trust that consists of: Colchester County High School for Girls, The Gilberd School, Manningtree High School and Home Farm Primary School.

As the Executive Headteacher of both The Trinity and Gilberd Schools, I work with the Head of School at Trinity to ensure that the ethos, experience and heritage of The Gilberd is shared with the new school whilst also encouraging the development of The Trinity School's own unique character. Our aim is to ensure the north of Colchester is served by two outstanding secondary schools.

There are currently 120 students in Year 7 and the same number in Year 8. In September 2023 the pupil admission number rise 180 as the school moves to onto permanent site on the Chesterwell development. This reduced number in the first two intake years was necessary as part of a contingency plan implemented due to a delay in the building of The Trinity School. The school will grow to its full capacity of 900 students by 2026.

Trinity is an exciting development which serves the needs of our growing community in north Colchester. If you have the drive and expertise to be part of this exciting new school's leadership team, we look forward to receiving your application.

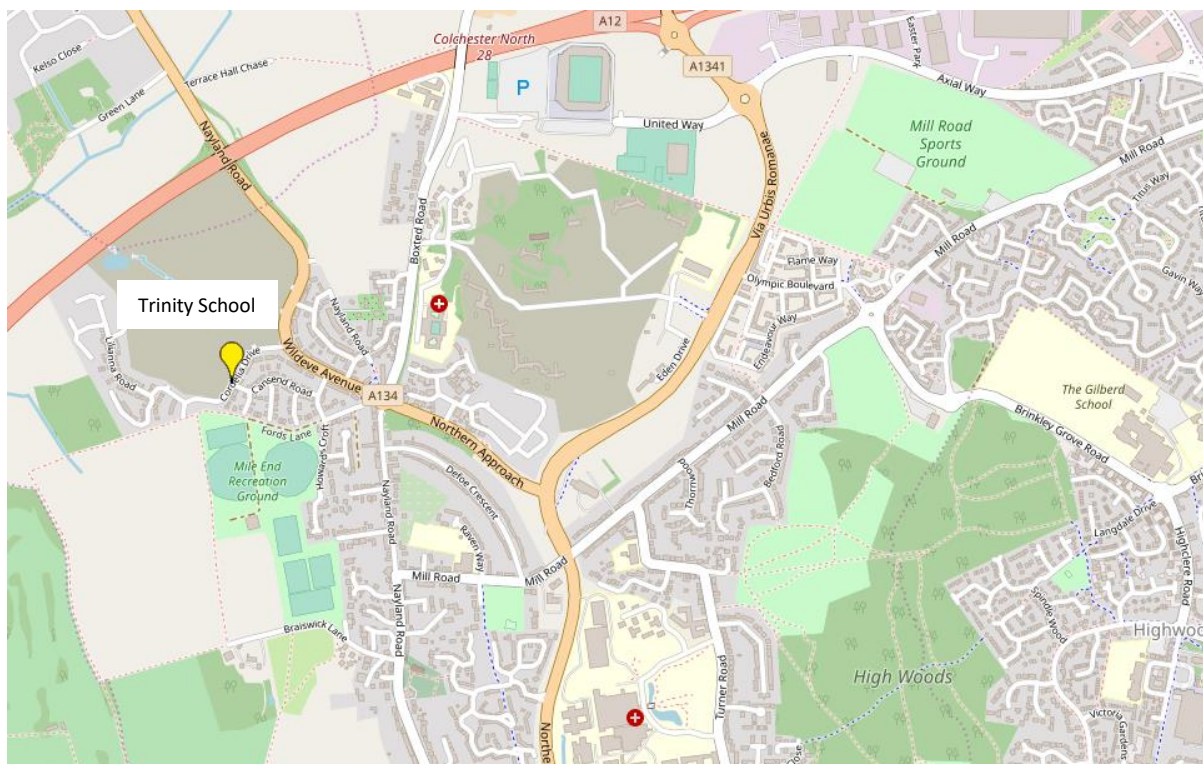
Kind regards.

Mrs Linda Exley
Executive Headteacher





Location of Trinity School



The Trinity School is within the county of Essex which is in the Eastern region of the United Kingdom. Trinity's permanent site is approximately 3.2 miles from the centre of Colchester, 26.7 miles north from the centre of Chelmsford, 19.7 miles south from the centre of Ipswich and 20.9 miles east from the centre of Braintree. The school itself is located within a largely new-build community known as the Chesterwell development. It is 1.8 miles away from The Gilbert School.





Trinity School – Vision and Ethos

Mission Statement

The mission of this school is to prepare resilient and responsible citizens, who are able to thrive in a modern society and compete in a global economy. We promote aspiration and excellence. We are unashamedly ambitious for the future success of our students.

Our vision is to:

- establish work and perseverance, “diligentia et constantia”
- deliver consistently outstanding teaching and learning
- empower students to cope with the social, emotional and physical pressures and demands of life
- provide outstanding pastoral care which nurtures health and wellbeing
- provide a broad, well-balanced and personalised curriculum
- ensure access to opportunities beyond the classroom which inform and inspire our students
- enable our students to achieve excellence in public examinations
- facilitate access to the highest quality further education and employment

It is central to the philosophy of this school that our students will:

- aspire to achieve excellence
- learn in an orderly, disciplined atmosphere, following the school’s code of conduct
- develop the capacity for creative, independent thought and problem-solving
- be able to communicate ideas effectively and imaginatively
- develop appropriate technological skills
- understand our economic and political environment
- become members of society who have developed sound judgement, maturity and compassion
- understand and respect social, moral, spiritual and British values within a multi-cultural society and take part in cultural activities
- appreciate and understand the importance of protecting the environment
- become caring and compassionate individuals who are in turn, valued and secure
- develop leadership and entrepreneurial skills

Ethos

The schools in our partnership share common beliefs, culture and ethos. These have led to us establishing environments with a positive attitude to learning, where students are challenged within a supportive and safe environment. We are determined that this ethos permeates all aspects of The Trinity School.

Staff model the ethos and values we require. There is a clear programme to actively teach these and they are delivered through the tutorial programme, engaging assemblies and also constantly reinforced in the day-to-day practice of the school.

Our awards and sanctions systems link directly to our key values to encourage and foster the attitudes we wish to engender in our students. They are consistent and clear. The school encourages students to be unashamedly, rightfully proud of their efforts and achievements. We celebrate their successes and achievements through assemblies, celebration events, newsletters, contacts home and the awards system.



At the front of each classroom is the statement that Trinitarians are the graduates, leaders and entrepreneurs of tomorrow. We are determined that whilst it will not be right for all students to realise all three of these outcomes, every student must be given every opportunity to do so. During their first year, all students take part in lessons focussed on introducing and developing the skills for each:

Graduates

Academic excellence is at the heart of education at The Trinity School. Every student is known and must be challenged (and supported) to work hard and perform at their best in every lesson. We firmly believe that the classroom is at the core of academic learning but that opportunities outside of the classroom are essential also. As such, all students are challenged to engage in the extensive co-curricular programme and to complete additional studies as part of the super-curriculum GEL projects.

Leadership

Students are taught about the different styles of leadership, the emotional intelligence needed to select and adopt these, plus the importance of learning to be part of a team. Student leadership opportunities facilitate students' "buy in" to the values of the school. In addition, they foster the development of communication skills, teamwork and speaking to a variety of audiences. It is expected that all students will take on a leadership role during their time at the school. We actively teach and model good manners, teach public speaking and provide opportunities to present work or performances to a wide audience.

Entrepreneurship

Business skills are an essential part of life, particularly within our local area. Students are taught the fundamentals of enterprise throughout their first year at the school and this is backed by co-curricular challenges and developing links with local businesses. There will be an emphasis on business and computing throughout the school in coming years.

In the first two years of the school's life, older students from The Gilbert School have been Mentors for Trinity students, acting as role models and helping to establish the culture of student leadership and responsibility.

The school provides a learning environment which reflects the vision and values of our partnership and challenges low aspirations. This will be seen in the quality of buildings and facilities but also the priority on displays which will reinforce our ethos of aspiration, equality and achievement for all.



Our Region

Situated on the River Colne, Colchester is 50 miles northeast of London and has excellent road, rail and public transport links. Commuting could not be easier with easy access to the A12, A14 and A120; and at less than 30 miles from London Stansted Airport and less than 20 miles from the passenger ferry port of Harwich, international travel is well catered for.

Colchester is steeped in history with archaeological evidence from throughout the ages. It lays claim to be regarded as Britain's oldest recorded town and the capital of Roman Britain.

Colchester of the 21st Century is a thriving, modern town with first-class visitor attractions for all the family as well as fantastic places to eat, drink and shop.

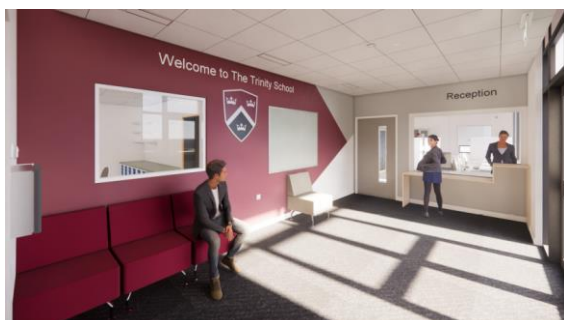
For sporting enthusiasts, Colchester has multiple leisure facilities offering coaching for both children and adults. In addition, there are successful local football and rugby clubs; Colchester United FC and Colchester Rugby FC.

<https://www.visitcolchester.com/>



General Information for Applicants

The Trinity School is an exciting and rewarding place to work. We welcome applications from colleagues who are committed to raising the aspirations of all students, ensuring that they produce the best possible outcomes. We seek colleagues who are keen to make a full contribution to the continued establishment and success of the school and who wish to take full advantage of the opportunities provided to develop their own skills and expertise. We offer exciting and enriching opportunities to all teachers, be they newly qualified, middle or senior leaders, or those aspiring to these positions.



The School

The Trinity School has drawn on the strengths and traditions of its partner school. Initially sited on The Gilbert School, an 11-16 mixed comprehensive in north Colchester, demand for places is high and the school has been hugely oversubscribed in its first two years. We are incredibly proud of our students, who are embracing their role as the founding students of the school; setting standards of integrity, ambition and tenacity for new students to live up to.

Our Staff

Our staff are our most valuable resource. We place a priority on supporting all staff in all aspects of their work. Our support staff are a key part of the school and regularly take on roles beyond their substantive posts, for example acting as 'guest readers' during form time to help in our aim of modelling expert reading to our students. A well-qualified and trained team of Learning Support Assistants support the work of teachers with students who have special educational needs. Our LSAs are linked to specific curriculum areas, thus developing their subject knowledge and pedagogy so as to enhance the support they afford our students.

Continuing Professional Development

Our CPD is driven by the demands of the School Development Plan and our own self-evaluation. We take a research informed approach to staff development, drawing on robust evidence from reliable sources, including the Education Endowment Foundation. Training is effectively delivered through whole school sessions, team or group meetings and, when appropriate, joining with Gilbert staff, other MAT schools and the North East Essex Teaching Schools Alliance (based at Colchester County High School for Girls). Every member of staff is expected to play an active part in a Professional Learning Community, sharing ideas and approaches with peers in a collaborative environment to support improvements in teaching and learning.



Colleagues are also encouraged to pursue their own personal development interests. Opportunities to attend training are provided by the ALPHA teaching school hub, and we support staff to access wider CPD sessions specific to their role. Opportunities to embark on National Professional Qualifications also exist for colleagues at different stages of their careers who are looking to make the next step.

In addition, we provide excellent support for ECTs, following guidance from Essex County. A package of CPD is tailored to meet the needs of each ECT cohort, working with high quality training providers. All ECTs will be appointed a mentor and receive the statutory reduction in teaching time. We have a clear induction programme to support all new staff with the transition into The Trinity School and colleagues also have a 6 week, 12 week and 18 week review period, as per our probation policy.

Accommodation and Facilities

The Trinity School will have been located on The Gilberd site for its first two years. Students are currently based in demountable classrooms but access the wider facilities of The Gilberd for lessons requiring specialist accommodation.

From September 2023, we will be move to our purpose-built new buildings which, when full, will house 900 students. The school will comprise of specialist classrooms over 3 floors, offering state of the art facilities. A stunning canvas ready for our students and staff to bring it to life!

We will have excellent sports and performing arts facilities. Curriculum Areas all have staff work rooms, and have their rooms grouped together as much as possible. All classrooms have mounted projectors, interactive whiteboards and visualisers.



Year 7 Thorrington Camp



The Trinity School Temporary Classroom

Library and reading

The Trinity School is a school where reading is taught, promoted and enjoyed. Its new library will be at the heart of the school; well stocked and accessible to all. Trinity students are encouraged to read widely for pleasure and purpose. Staff discuss books with students and model reading to promote a positive culture. This is underpinned by our innovative super-curriculum, the GEL projects, which encourage students to take their reading and learning far beyond the classroom.



Curriculum Organisation

Students are taught in mixed prior attainment classes across the curriculum upon entry to the school. We undertake our own baseline assessments soon after students join us to help support planning and intervention. All students are also screened to identify their reading ability. They study a broad and balanced curriculum, including; English, Mathematics, Science, History, Geography, RE, Art, Drama, Music, Technology, a Modern Foreign Language (French), Computing and PE. They also follow a PSHE, Citizenship and Careers Course, known as Future Skills. This is delivered with input from external specialists where appropriate.



At Key Stage 4, all students will study Mathematics, English and English Literature. In Science, students study Combined Science, with some being invited to study the Separate Sciences. All students will complete the short course GCSE in Religious Studies and Ethics as part of their core provision. In addition, students choose four GCSE options within the curriculum areas outlined above. Students will be guided in their GCSE choices but have some freedom, allowing them to personalise their curriculum.

A small group of students will study one less GCSE course and follow our alternative curriculum, known as PACE. This includes access courses to support their learning across the curriculum and an accredited ASDAN Cope Course. These students benefit enormously from the personalised provision they are given.

ICT provision

The school is investing heavily in ICT and is committed to developing the very best provision in order to enhance teaching and learning and prepare students for a jobs market where knowledge and skill in ICT will be ever more vital.



We run a Windows network with a wide range of applications, including Microsoft Office and subject-specific software programs. We also provide 24/7 home access to the school network for all staff and students. This gives staff greater flexibility in spreading their workload over the day, as well as enabling students to legally use the full range of school software without having to purchase the usual licences.

All classrooms will have a ceiling mounted projector or interactive TVs linked to the network. All curriculum areas will be fully equipped with interactive whiteboards and visualisers.

The school's ICT systems are supported by an in-house team of ICT technicians. We will have dedicated computer rooms which can be booked when they are not used for teaching Computing or IT. Many Subject Areas have their own suite of laptops. Every member of the teaching staff is given a laptop or access to their own desktop in their office or subject area. Our systems are reliable and upgraded regularly; our technicians are quick to resolve issues if they do occur.

Cocurricular Provision and Trips

We are committed to providing students with a broad and rich variety of cocurricular activities. By attending these activities, students work towards gaining their Renaissance Awards, named as such as we believe Trinitarians should be 'able to do all things if they try'. There are three Renaissance Awards, Active, Enterprise and Active and students are encouraged to gain all 3 – to become a true Trinity Renaissance student. Staff are expected to contribute to the school's cocurricular offer; LSAs are employed until 4.30 each day to support these and external coaches and instructors are also engaged.



Our students have missed out on school trips and experiences over the last few years and we are determined to provide them with these cultural capital rich opportunities. We ran a hugely successful camp for our first cohort of students last year and will do so again for future cohorts. Year 7 this year have enjoyed a trip to the local theatre and we look forward to staff building this offer of experiences over the coming years.



Student Support

Students are organised and supported via a year system with a tutor who meets with them twice a day and each year group have a non-teaching Pastoral Support Lead. In addition, students will be a member of a House. The House system is used for cross-year interaction and competition. We are a small school where every student is known, where they are cared for, valued, supported but most crucially, challenged to be successful, to be a great Trinitarian.

Student Leadership

Student leadership for all is heavily promoted; after all Trinitarians are the graduates, leaders and entrepreneurs of tomorrow! Students follow a leadership pathway upon entry to the school. They work towards their Bronze, Silver and Gold Triple Crown Awards as they progress towards Year 11. There are opportunities to apply to be Junior Prefects and Mentors as well as to become part of the prestigious Eco-Committee or Year Councils. Our students are currently helping design the leadership pathways and are keen to introduce House Captains and other roles. Student voice is strong at the school.

Environmental sustainability

The Trinity School takes climate education seriously and helps to prepare our students for future challenges in this area through a wide range of curriculum opportunities. We also have a strong student Eco Committee and have been awarded the prestigious Eco Schools Green Flag, recognising our commit to environmental sustainability.



Leadership

The school's Leadership Team currently comprises of the Head of School, a Deputy Headteacher and two Directors of Learning. From September 2023, this will expand, with a further three Directors of Learning appointed. In time, they will be joined by a second Deputy Headteacher and one more Director of Learning. The Middle Leaders of the school also play a vital role, both in subject leadership and pastoral. The Trinity School is committed to evidence based, research led innovative practice. By nature of it being a new school, it requires hard work and flexibility from all of its staff but none more so than its leaders. In return, it provides both huge satisfaction and an opportunity to develop as a person and practitioner.

Governance

Alpha Trust has adopted a devolved model of governance and as such there will be a Local Governing Body for The Trinity School. Governance is strong. Governors know the school well. Each school is represented on the Trust Board through the Local Governing Board representatives. The Headteacher of Colchester County High School for Girls is Chief Executive of Alpha Trust.

