

Application Pack

Join us

Teacher of Physics

Closing date: Midday 30th April

2025 Start date: September 2025



TRINITY
SCHOOL



“Students are highly motivated and well prepared for the next stage of their lives, helped by the exceptionally high standard of pastoral care.”

ISI Inspection Report 2021



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 six-yearly inspection of the school took place in 2021 and the team from the Independent Schools Inspectorate judged us ‘Excellent’ in both areas of focus: Students’ Achievement and Students’ Personal Development. Our students’ ambition was highlighted, as was the all-round nature of their achievements: ‘Students achieve outstanding success academically and in a wide range of co-curricular activities’ and they ‘combine outstanding intellectual curiosity with a strong willingness to think independently’.

The inspection report also captured what we believe is one of the most important parts of our ethos: our ‘collaborative atmosphere’. At Trinity, great outcomes are delivered through a culture of strong values. In this nurturing environment, curiosity and ambition can be fully explored and expressed.

We warmly welcome inspiring staff and students from an unusually wide range of socio-economic and cultural backgrounds. It is our aim that students leave Trinity without any sense of entitlement, but with a humility that acknowledges the fact that there is always more to learn and others to learn from.

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 or apprenticeships, with around 10% of the Upper Sixth gaining offers from Oxford or Cambridge each year.

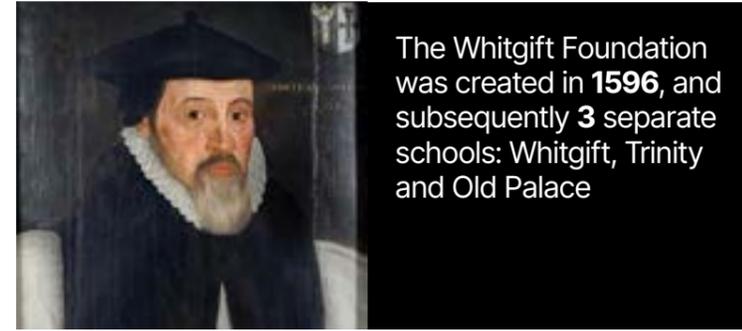
The school is one of three governed by the Whitgift Foundation, which was founded in 1596 by the then Archbishop of Canterbury, John Whitgift - the other schools being Whitgift School for boys and Old Palace School for girls.

The school has been on its present site since 1965, and enjoys 27 acres of grounds as well as additional playing fields in 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. Most recently we completed a new multi-million pound classroom block, a first class Performing Arts venue in the Trinity Concert Hall, a refurbished swimming pool, a state-of-the-art Sixth Form Centre, 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**

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

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



Recently awarded **Excellent** by ISI (Independent Schools Inspectorate) and a Sunday Times **top 50** independent



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



86% of GCSEs in 2024 were graded **9, 8 or 7**

THE SUNDAY TIMES
Ranked **31st Independent Secondary school nationally** by The Sunday Times Parent Power Schools guide 2024, and 16th in London.



175 teaching staff
83 support staff



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 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, 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



“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.



“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

“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



Teaching and learning at Trinity

Teachers and support 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 “beyond the syllabus” while 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.



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

ISI Inspection Report 2021



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.

Trinity Graduate Programme

We aim to support unqualified teachers as soon as they are appointed, giving them everything they need to become successful and effective teachers in their subject areas. This programme is four years long, covering an unqualified year, PGCE (+ QTS) and two years as an ECT; presently all fully funded.



Aspiring Middle Leaders Programme

A year-long programme, delivered in collaboration with another local independent school. The course includes 1:1 coaching, a sustained change management project and a mixture of face-to-face and online workshops delivered by external speakers and in-school experts.

Aspiring Senior Leaders Programme

A year-long programme available from September 2023, the aim is to support middle leaders with the move to senior leadership roles by providing experience in whole school impact projects and participation in skill-based seminars. Again, with coaching, external speakers and in-school experts.

Other opportunities

We have a variety of opportunities for staff to contribute to the policy making and culture of both academic and pastoral provisions within the school. To name a few, we have: Teaching and Learning Steering Committee, Digital Learning Programme (whole staff in-school CPD), working groups and we actively support teachers with conducting practitioner inquiries and action research.

Sustained CPD

We invest heavily in our professional development programmes – time, experience, and funding. This includes our Sustained CPD Programme which provides financial support for external courses which require sustained commitment from staff, such courses include: Masters Degrees, Sports Coaching, DELF training and life coaching.

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 support 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 bursary 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.

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



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

Car Zone

Personal private car purchase

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 support 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 may be available

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



The Trinity Learner

We fully embrace the belief that we are a community of learners fully involved and active in our own learning journey.

As a baseline expectation, we want all students to:

- Be engaged in learning activities
- Make a positive contribution in class
- Show initiative during assignments
- Focus productively on independent work
- Respond to advice about development
- Prepare themselves for lessons
- Organise their work demands effectively.

Equally, we want all teaching staff to:

- Continually develop and embrace new opportunities within their academic and co-curricular interests
- Feel encouraged to take risks and experiment with new ideas within the classroom
- Have meaningful conversations with those who manage them
- Respond positively to advice about development
- Enable students to uphold the highest standards of behaviour and mutual respect through the consistent application of the school's behaviour and sanctions structures
- Actively seek to improve their practice by observing colleagues and identifying appropriate training
- Feel part of a compassionate and engaged common room which values creativity and imagination.

All teaching staff should expect regular observations, both formal and informal, to support further growth and to participate in regular training. We regularly have teaching and support staff who embark upon further education, supported by the school, and feed their learning back into the common room. We also support shorter courses, closely aligned to any passions linked to academic and co-curricular interests. These opportunities are tailored to the individual and a result of the annual PDR process.

The Trinity Teacher

As a subject enthusiast:

- Hold a degree and/or a further degree, evidencing a strong performance in a relevant academic field
- Challenge all learners through engaging and stretching classroom activities and individual assignments
- Plan, prepare and deliver effective lessons in line with departmental curricula and school expectations to the full range of ability
- Cater for all learning profiles, ensuring that you are delivering best practice within the classroom.
- Foster a strong attitude to learning within the classroom through strong classroom management and high expectations
- Provide opportunities for students to make cross-curricular links and build upon their key functional skills, such as literacy, numeracy and digital literacy
- Encourage agency in students' learning as well as nurture key non-cognitive skills
- Contribute to the spiritual, moral, social and cultural development of students through their teaching.
- Regularly assess students' classwork and homework to inform future teaching and targeted provision, where necessary
- Monitor the progress of all students and communicate this, as appropriate, to colleagues and parents
- Prepare students for external examinations, administering any NEA component as per school policy.

As a member of a departmental team:

- Contribute fully to departmental initiatives, contributing to the sharing of good practice and supporting the professional development of the department
- Assist with curricular and co-curricular activities beyond lesson time, including department societies, lectures and overseas visits, balanced against their other co-curricular commitments to the wider school
- Contribute to departmental tracking, and consequently, discussing intervention strategies for all year groups as a team
- Supporting the Head of Department in the acquisition and maintenance of departmental resources.

As a member of the Trinity community:

- Fully involve oneself in the pastoral life of the school, embracing being a Form Tutor and supporting students on an individual basis through academic or personal difficulties
- Contribute to our vast array of co-curricular opportunities outside the department
- Actively seek opportunities to gather and act upon student voice
- Contribute fully to whole-school events, such as Open Morning and the Entrance Exam, as well as whole-school initiatives or discussion forums.

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
- Infectious academic enthusiasm, evidenced through relevant qualifications and regular engagement
- 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.
- An understanding of the importance of the learning process, how it can be facilitated and how we encourage greater student agency
- Adventurous and imaginative practitioners in their planning of exciting and stimulating lessons
- A confidence within ICT and an eagerness to be innovative with their use of technology within the classroom.

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 within their teaching.

Engaged individuals

- Full participation in life at Trinity School, ensuring regular involvement in the co-curricular life at the 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.



The Physics Department

The Physics Department

The Physics Department at Trinity is a thriving department, currently consisting of six members of staff, all of which graduated with either a Physics or Engineering degree. As a department, we are passionate about our subject and about teaching and learning; we are also committed to helping every student achieve their very best - whether or not they intend to study Physics at A Level.

Resources and Accommodation

All staff are currently timetabled to teach in their own state-of-the-art laboratory and each classroom has its own set of essential equipment to facilitate practical work. More generally, the Department is very well resourced and we are constantly updating and expanding our practical resources. Every member of staff has designated space within the Physics Office and we have our own dedicated technician who capably and energetically manages the apparatus and its day-to-day use.

Curriculum and Teaching

Physics is taught to all pupils from Second Year (Year 8) to Fifth Year (Year 11) in classes of 18 - 24 pupils. Following a General Science course in First Year (Year 7), Biology, Chemistry and Physics are introduced as separate subjects in Second Year. The Physics course here is designed so that various aspects of the subject are introduced engagingly and coherently through a linking 'Space' theme. After this introductory year, the (I)GCSE course is started in earnest in Third Year. The Edexcel International GCSE course is followed. In the Sixth Form, almost 70 students study Physics (OCR A Specification). Many apply each year to study Physics, Engineering or related subjects at university. The Department is committed to the effective use of ICT and we are currently trialling the use of tablets in the classroom. Wherever possible however, we are keen to reflect the practical nature of the subject through engaging experimental and demonstration activities.



Recent Exam Results

A Level

YEAR	TOTAL	A* (%)	A*/A (%)	A*/B (%)
2024	43	51	81	95
2023	35	43	71.4	97
2022	33	73	79	97

IGCSE

YEAR	TOTAL	9 (%)	9, 8, 7 (%)
2024	105	56	99
2023	104	67	100
2022	82	76	100

Co-curricular provision

In addition to making lessons as enjoyable, relevant and thought-provoking as possible, we are committed to learning outside of the classroom and offering pupils the chance to go beyond the confines of the syllabus. This year, Upper Sixth students have led a series of talks based upon research projects conducted in their Lower Sixth year. We have welcomed a number of visiting professors and we have taken pupils to the Friday evening lecture series at UCL. We have run Engineering Masterclasses as well as morning sessions for pupils wishing to enter the various Physics Olympiad competitions. We have entered teams into a number of regional and national STEM type competitions including the Weizmann Safe Cracking Challenge, the UK Space Design Competition and the Surrey SATRO and we also ran our annual Sixth Form trip to CERN, which is a real highlight of the year.

The Post – Teacher of Physics

We are seeking a well-qualified, dynamic and inspiring teacher who is prepared to play a full part in the teaching and promotion of Physics.

We will welcome an experienced teacher or an unqualified graduate of Physics or Engineering who is prepared to play a full part in the teaching and promotion of Physics. A full training programme is available and we recruit and train new teachers regularly. Applications from teachers in the maintained sector are especially welcome.

Reports to
Head of Physics

Terms and conditions

- 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 by midday on 30th April. Interviews are likely to be held 6th & 13th May.

Trinity School reserves the right to interview and appoint before the published closing date. Trinity strongly encourages applications from global majority candidates. 42% of our students are from global majority backgrounds and we want to have a staff body that reflects the diversity of the school and our local area.





TRINITY

Recruitment Process

1

Application

Apply via the [Vacancies](#) page on our website. If you have questions about teaching roles, please email [Robin Hardman \(Assistant Head - Teaching and Learning\)](#); for questions about support staff roles, please email [Becky Allison \(Bursar\)](#).

2

Confirmation

Once you have applied, you will receive an automated response confirming receipt of your application.

3

Shortlisting

We will review and shortlist candidates after the vacancy deadline, though this process may occasionally begin earlier.

4

Interview invitation

If you are shortlisted for an interview, we will notify you via email and phone, typically within a week of the vacancy's closing date. If you have not heard from us within two weeks after the closing date, please contact [Asfa Sadiq \(Recruitment Manager\)](#). If you require adjustments for the interview due to additional needs, please let us know at this stage.

5

Interview process - Teaching roles

For teaching roles, the interview day will involve delivering a lesson, attending an interview, meeting members of the relevant academic department, and taking a tour of the Trinity site. If you are an unqualified candidate with no teaching experience, we will provide extra support to help you plan your lesson.

6

Interview process - Support Staff roles

For support staff roles, the interview day usually includes two interviews, an opportunity to meet potential colleagues, and a tour of the Trinity site. Some roles may also involve a task relevant to the position; details of this will be shared with candidates in advance.

7

Candidate selection and offer

If your application is successful, the Headmaster or a member of the Senior Management Team will contact you to make a conditional offer, subject to references and statutory checks.

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

