



Staff Prospectus
For 2019 Applicants

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Trinity Multi Academy Trust

Also Incorporating;



Welcome from Michael Gosling (Chief Executive Officer)

Dear applicant

Thank you for your interest in applying for a role within the Trinity Multi-Academy Trust (MAT), and being part of our growing organisation.

In 2010, when Trinity Academy Halifax opened in Calderdale as a sponsored academy, its mission was to address more than a decade of underperformance at secondary school level in the north Halifax area. It has delivered on every measure, being rated as 'outstanding' twice and it continues to support students to achieve results which will transform their life chances.

In 2015, due to the outstanding success of the flagship school, Trinity Multi-Academy Trust was established and now covers primary to post-16 education with organisations ranging in size from 180 to 1800 students. The ethos of the MAT is simple – to ensure that young people in our care fulfil their potential. Everything we do is in pursuit of that one aim. Our foundations are strong, formed as they have been through a commitment to inclusive education, extremely high standards for all and not accepting that we can't. Indeed, we strongly believe that we can, whatever the challenge is.

I passionately believe that the reason for our success is the people who work for us, both teaching and support, and we invest heavily in them because they make the difference. If you want to be one of those people; one who seeks educational excellence, has the highest of standards, and would like to contribute to the ongoing success of an outstanding organisation, welcome to the Trinity Multi Academy Trust.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Michael Gosling'.

Michael Gosling
CEO



The Flagship School within the MAT (Ofsted Outstanding)

Trinity Academy Halifax (TAH) is the founding academy of the Trinity Multi-Academy Trust (MAT). It opened in 2010, and since that time has secured two Ofsted 'outstanding' judgements, as well as being designated as a National Support School, a National Teaching School (leading the Trinity Teaching School Alliance) and a Maths Hub of Excellence (leading both the West Yorkshire Maths Hub and White Rose Maths).

Trinity Academy Halifax moved into a new building in September 2012; the fantastic, state-of-the-art facilities enable the academy to provide a world-class learning environment to nurture potential and prepare students for life.

Trinity Academy Halifax place staff development and teaching and learning at the heart of all it does. It's innovative and unique CPD programme encourages inspirational teaching and learning and supports all teachers, whatever their starting points, to develop their craft and to progress professionally. To further support teaching and learning, comprehensive pastoral systems are embedded to ensure that the behaviour of students is consistently outstanding and that they are happy and supported in their learning.

Trinity Academy Halifax is consistently the highest performing school in Calderdale and its GCSE results have consistently placed the school in the top 5% of similar schools nationally based on the government's Progress 8 measure (+0.67 in 2017 and +0.59 in 2018).

Trinity Academy Halifax is a Church of England academy. Its core Christian values of Empathy, Honesty, Respect and Responsibility are the academy's 'DNA' and this runs through every aspect of academy life, from the pastoral system and the behaviour of students, to the celebration of their success.

Students' learning and progress over time from their different starting points are outstanding. This reflects the emphasis the academy's leaders place on constantly developing teaching skills and checking performance in the classroom.

Ofsted



Trinity Academy Sowerby Bridge



Trinity Academy Sowerby Bridge (TASB) is the most recent school to join the Trinity MAT.

The Trinity MAT were first approached to work with the school when Sowerby Bridge High School (as it was then), was graded as inadequate by Ofsted. That same year the school was ranked in the bottom 15% of all schools nationally.

As a result of the support from Trinity MAT, the academy has improved its Progress 8 outcome by +0.92. (From -0.47 in 2017 to +0.45 in 2018). This performance puts TASB comfortably in the top 1% of most improved schools in the country, whilst making TASB one of the highest-performing schools for progress in the Calderdale local authority.

This remarkable transformation is only the start of the journey. Our aim is to be 'the most transformational academy in England'. We will achieve this through focusing on what matters most; making sure we have the best people working in our school. We already have a strong focus on professional development and career progression, this will only grow as the academy grows, in both student numbers and reputation.

We recognise forward thinking, hardworking and ambitious professionals and, as the results demonstrate, we have created an environment in which you exercise these attributes and ensure that students at TASB leave with the very best opportunities.

The academy is determined that its students benefit from an exceptional education which places no ceiling on what they can achieve. If this matches your aspirations for young people then we look forward to hearing from you.



Cathedral Academy (CA) has been working in partnership with Trinity MAT since 2016, formally joining the trust in March 2018. The progress made in that time is outstanding - a real success story. In 2016 the academy were 14th out of 18 secondary schools (in the Wakefield LA) in terms of academic progress and was also undersubscribed. We are delighted that as a direct result of the school improvement support and the commitment and teamwork of staff, Cathedral is now the **highest performing academy in Wakefield** and has been in the **top 10% nationally for the past two years (2018 Progress 8 of +0.66)**.



As well as achieving great success academically, the academy is expanding due to its excellent reputation and growing popularity in the local area. **Oversubscribed for the first time in 2018 and confident the academy will be again in 2019, we are now recruiting for the future.** As a result it is a very exciting time to be considering joining Cathedral. There is now an opportunity to work with outstanding leaders and teachers and build a team which has strength in depth and makes a real difference to young people.

The Principal is keen to appoint skilled professionals, both experienced and new to the profession, to play key roles in an ambitious and forward thinking plan to achieve outstanding outcomes and first class education for the whole academy community.

“ There are so many opportunities and different things to get involved with - its really exciting. ”

RQT



Akroydon Primary Academy



What have we achieved?

Akroydon Primary Academy (APA) was the first primary school to join the Trinity MAT in February 2017. In its first full year in the trust, APA was in the **top 3%** of most improved schools in the country, and it was the **second most improved** primary school, out of 100, in Calderdale. The percentage of pupils achieving ARE in WRM **increased by 37%** (from 25% to 62%). In addition to this, Greater Depth improvements are also marked with a **21.4%** increase in reading and a **19.5%** increase in maths.



How have we achieved it?

Since joining Trinity MAT, we have completely changed the culture of the academy by investing greatly in our staff and leadership team so that they feel empowered and passionate about changing the life chances of our pupils. Through quality whole-school and individual CPD, our teachers feel that they are part of something special; they know they are valued and supported with every aspect of their role.

“ From your mentor to the CPD to the rest of the department, everyone helps you be successful. ”

NQT



Beyond the MAT

Along with primary, secondary and post-16 academy and colleges in the trust, the trust hosts the Trinity Teaching School Alliance (led by Trinity Academy Halifax), which is a collaboration of more than 60 schools across a number of authorities. In addition Trinity Academy also gained Maths Hub status, one of just 35 schools in the country to be given this accolade. West Yorkshire Maths Hub works with over 500 schools across Leeds, Bradford and Calderdale, helping to deliver the DFE's National agenda. White Rose Maths schemes of learning and materials are used across hundreds of primary and secondary schools across England and further afield. Over 10,000 teachers across the world in the past year have benefitted from the high quality training that White Rose Maths delivers.



Trinity Teaching School Alliance

www.trinitytsa.co.uk

As the lead school in the alliance, Trinity has responsibility for managing the Teaching School, arranging events and delivering on a range of initiatives. This includes coordinating and promoting CPD programmes, networking opportunities and recruiting to School Direct trainee teacher placements.

National Leader in Education (NLE)

As CEO of the trust, Michael Gosling has been accredited as a National Leader in Education. National Leaders are expected to support schools in challenging circumstances. The goal of NLE's is to increase the leadership capacity of other schools to help raise standards.



West Yorkshire Maths Hub

www.wymathshub.co.uk

The West Yorkshire Maths Hub (previously called the White Rose Hub) has been in operation since July 2014. During that time hundreds of teachers from Calderdale, Bradford and Leeds have received training and collaborated in Work Groups to develop their maths teaching.

The vision is to be connected with every school in the region so that all mathematics teachers are supported in their role and have the opportunity to become leaders of professional development if they wish. We believe that looking after our teachers is the most effective way of ensuring all our students can enjoy the best possible experience of learning mathematics.



White Rose Maths

www.whiterosemaths.com

Influenced, inspired and informed by the work of leading maths researchers and practitioners across the world, White Rose Maths brings together a team of highly experienced and passionate maths teaching experts to train, guide, help and support all those who want to make change happen in their schools.

We offer in-depth training programmes, a vast bank of clear, practical resources (many of them available free of charge), and bespoke support. The vision of White Rose Maths is to help make every teacher of maths a World Class teacher of maths.

Along with these initiatives, paramount to our success is retaining and building on the high expectations of our students and staff, and ensuring that teaching and learning strives to be outstanding across all schools in our trust.

Professional Development

The Quality of teaching and learning is central to everything at Trinity Academy and as such there is a significant investment made into it every year. There are Vice Principals, Assistant Principals and Associate Senior Leaders who work with a team of Lead Teachers and Assistant Lead Teachers to support the quality first teaching of all curriculum areas and of all groups of staff. Every teacher has access to the core CPD provision which takes place every Monday at 2.30pm. There is also a wide selection of bespoke, additional CPD, which supports teachers at different points in their careers to ensure the highest quality of teaching; this allows each teacher to access a bespoke CPD plan to support their individual professional development needs.

As part of this, newly qualified teachers (NQTs) have a specifically designed induction programme that goes above and beyond statutory requirements for this key, first year of teaching. The programme runs in conjunction with Trinity Teaching School Alliance and ensures you have mentor support and access to a range of experienced professionals, to support your development. In addition to your mentor, programmed CPD sessions and opportunities to attend external training events, you will have

a weekly session with all NQTs and a designated member of the Lead Teacher Team, who will develop a programme of support relevant to your specific needs.

As teachers we are always learning and developing and as such, Trinity Academy Halifax provides many additional CPD opportunities. Ranging from research projects and journal clubs to Japanese lesson study and coaching, there are always multiple exciting opportunities to ensure anyone, regardless of their length of service in the profession, will continue to develop their craft of teaching.

“ It was hard work and a lot is expected of you but I got a lot in return and now I know I’m a great teacher. ”

Staff Post Support





Behaviour for Learning

At Trinity MAT, we strive to ensure that behaviour across all of our schools is exemplary. In doing so, we have in place a Trinity MAT Behaviour for Learning Policy which is used consistently across all schools in the trust. Our BfL Policy ensures that low level disruption is dealt with quickly and effectively, allowing teachers to deliver high quality lessons that benefit all students and allow them to make progress.

We recognise the need for teaching staff to be able to focus on teaching, planning and assessing, which is why we have in place a dedicated team of non-teaching pastoral specialists across the trust, who are able to support teachers in dealing with behavioural issues. Staff are supported when students fail to meet our high expectations, with all incidents being followed up and resolved by the pastoral team.

Our staff understand that the behaviour of the students is everybody's responsibility and consequently the BfL system is used consistently for the benefit of everyone. Teaching and non-teaching pastoral specialists form strong and meaningful relationships with their students and as a result this creates a positive working environment. A dedicated attendance team work hard to ensure academy attendance is high and as a result minimal learning time is lost due to absence.

“ You get a sense that everyone is always learning and so it is ok to say you are also still learning and getting better and better. ”

RQT

“ There is so much support, you are never on your own. ”

NQT



Staff Benefits

As well as the opportunity to join a dedicated and supportive team at Trinity MAT, staff are offered a range of benefits. These include:



Pension

From your start date you can join either the Teachers' Pension Scheme or the West Yorkshire Pension Scheme. Contributions are made based on your salary.



Annual leave

For support staff annual leave starts at 26 days a year and increases on five years' service.



Cycle to work scheme

As a member of staff you will be able to take advantage of our special programme that provides support should you wish to consider cycling to work. As a result of being associated with this scheme, the trust is also able to offer staff a 10% discount across Halfords stores, regardless of whether you have signed up to cycle to work.



Westfield Health scheme

As part of our benefits package we are able to offer staff members, and their family, reduced health cover cost.



Employee Assistance Programme

Our free, independent and confidential advice, information and counselling service is available through our Employee Assistance programme.



Workplace nursery scheme and discounted holiday clubs

Staff of Trinity Multi-Academy Trust can access significantly reduced cost childcare through this scheme. Fountain Springs Day Nursery (FSDN), based within the grounds of The Maltings College, is an outstanding nursery and they are able to offer childcare for Trinity MAT staff at a discounted price.



Childcare voucher scheme

Parents can make substantial savings against the cost of childcare through this scheme which offers vouchers for tax-free childcare in other private day nurseries. By sacrificing part of your salary in exchange for childcare vouchers, you could save up to £1195 a year in tax and National Insurance contributions.



MAT CPD

As a member of trust staff, you will have access to a range of excellent CPD opportunities and be part of a group of like-minded colleagues working to develop skills and knowledge.



Pay portability

The trust's current Pay Policy guarantees pay portability for classroom teachers.

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