Staff Prospectus
For 2020 Applications
Whilst hunting down an NQT post, I visited three schools within the MAT: I loved their ethos, vision and community feel so much that I applied for all three! All the NQTs here receive tailored weekly training along with the same CPD opportunities as experienced staff members. By the end of my first term I’d already been on a weekend away to London at the researchED conference!

NQT

With weekly bespoke CPD raising my practice and confidence over the last year and the encouragement and support of Trinity MAT’s Senior Leadership Group, I applied for a Lead Teacher role. I’ve learnt a lot here and look forward to continuing to develop under the guidance of inspiring leaders.

Lead Teacher
Dear applicant,

Thank you for your interest in being part of the flourishing Trinity Multi Academy Trust.

When Trinity Academy Halifax opened in Calderdale in 2010 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, being rated as ‘outstanding’ twice and continues to support students to achieve results which will transform their life chances.

In 2015, due to the outstanding success of the flagship school, the 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 Trust 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 secure, formed by our commitment to inclusive education, extremely high standards for all and never accepting that 'we can’t'. Indeed, we strongly believe that we can, whatever the challenge might be.

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, expects 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,

Michael Gosling, CEO
Our roots and growth

Trinity Academy Halifax opened in the hills of north Calderdale in 2010. Its mission was to revolutionise the quality of secondary teaching and learning in the area after a decade of underperformance and exclusion. A universal commitment to excellence from the very start has seen this Church of England Academy transform behaviour and results and achieve two Ofsted Outstanding grades. It has also established the Trinity Teaching School Alliance, leads the West Yorkshire Maths Hub and is the home of White Rose Maths, whose schemes and professional development are used extensively nationwide and beyond.

Trinity Multi Academy Trust (MAT) was formed in 2015. A Church of England Trust, we welcome schools of all faiths and none. We believe that every child can succeed, and having proved what works in our flagship academy, we focus on transforming struggling schools into places where children love learning and teachers teach with passion. We control our growth with care so that every new member school receives the maximum benefits. Today, the MAT embraces one sixth form, three secondary and two primary academies. A brand new secondary school will join us in 2021 as Trinity Academy Barnsley. Although every Trinity MAT academy is united by common values and a commitment to teaching and learning excellence, each one is also a unique part of its local community, with its own distinct character.
Why work at Trinity MAT?

Where you’re an NQT, RQT, established teacher, a member of our support teams or a leader, working for a MAT offers you greater opportunities to network, share good practice and progress.

However, at Trinity MAT our amazing package of valuable benefits is unique: we offer our staff an exceptional and fulfilling career with all the support, resources and development you could wish for.

Walk in and teach!
Because teaching and learning are our priorities, we invest heavily in superb CPD at every stage of your career to develop and share your skills and experience and to reduce your workload. What’s more, our robust Behaviour for Learning Policy operates effectively across the Trust with excellent results. These two foundations of high quality CPD and behaviour management are pivotal in creating calm, orderly and effective learning environments across our academies, so you can literally walk into your class and start teaching.

A connected, collaborative family
As a team member at Trinity MAT, you’re part of a close community which makes the most of every opportunity to share good practice, new ideas and innovations at any level and any phase. Whatever the challenge you face, you’re never alone: there’s always someone in the MAT who can help or advise. We also hold MAT-wide events which are wonderful opportunities to network and learn with your professional family!

Superbly resourced
All our classrooms have the latest technology and wherever resources are needed, they are supplied. Every one of our academies is a light, bright and pleasant working environment.

First-class leadership
Led by National Leader in Education, Michael Gosling, the MAT places great value in developing leadership excellence throughout every academy.

Creative extra-curricular programmes
Our learners benefit not only from attractive enrichment options but also from a great range of visits, full-day university experiences, events and residential trips in the UK and beyond.

World-class initiatives and opportunities
As well as the many CPD programmes across the MAT, you can progress your skills, knowledge, networks and career via additional Trinity MAT initiatives such as the Trinity Teaching School Alliance, White Rose Maths, the West Yorkshire Maths Hub (which we lead) and attendance at NQT Conferences and Research Education events.

In just a few years I’ve been given the CPD and multi-school experience I needed to progress from a teacher role to Head of English and I’m now a senior leader. My MAT colleagues have also supported, challenged and pushed me to be the best leader I can be.

Associate Assistant Principal

Other benefits

Pension
From your start date, you can join either the Teachers’ Pension Scheme or the West Yorkshire Pension Scheme. Your contributions will depend on your salary.

Annual leave
For support staff, annual leave starts from 26 days, plus bank holidays, increasing after 5 years’ service.

Cycle to Work scheme
The Trust offers 10% discount at Halfords stores, whether or not you commit to cycling to work.

Employee Assistance Programme
We operate a free, independent and confidential advice, information and counselling service for all our staff.

Westfield Health scheme
We offer reduced health cover costs for staff members and their families.

Workplace Nursery scheme & discounted holiday clubs
Trinity MAT staff are entitled to significantly reduced childcare at the Fountain Springs Day Nursery.

Childcare Voucher scheme
This salary sacrifice scheme offers vouchers for tax-free childcare in private day nurseries and could save you up to £1195 per annum in tax and NI contributions.

Pay portability
The Trust’s Pay Policy guarantees pay portability for classroom teachers.
Across the MAT there are brilliant people in all positions who support you and make your job easier. There’s a really positive staff attitude that allows you to become better at your job and thrive in a supportive environment.

**Departmental Head**

Professional development

Trinity MAT invests heavily every year in ensuring that teaching and learning is of the highest quality. Six NLEs and a superb team of leaders, Lead Teachers and Assistant Lead Teachers support curriculum-wide, ‘quality first’ teaching for all staff. Every teacher can access our core CPD provision which runs every Monday at 14.30 and there are many CPD and cross-Trust opportunities to enrich your experience and develop your career at every level.

Our NQTs are well supported by our carefully designed induction programme which runs in conjunction with Trinity Teaching School Alliance. The programme exceeds all the statutory learning and support requirements for your vital first teaching year. As well as having a mentor, scheduled CPD sessions and external training events, you’ll also have weekly sessions with all MAT NQTs and Lead Teacher support.

Behaviour for Learning

We expect exemplary behaviour throughout Trinity MAT, and our Behaviour for Learning (BfL) policy, which runs consistently across all our academies, is fundamental in realising this ambition. The policy ensures that low-level disruption is managed quickly and effectively, allowing teachers to deliver high quality lessons to calm, engaged and motivated students.

Strong relationships between staff and students help to create great working environments Trust-wide. However, when a problem arises, our team of non-teaching pastoral specialists supports teachers in dealing with, following up and resolving behavioural issues. A dedicated attendance team also helps keeps student absence rates low and promotes better learning.

Wellbeing

At Trinity MAT, all our staff can enjoy excellent, well-resourced working environments, great support and development, access to professional help where needed and a healthy work-life balance. While our people are dedicated, hardworking professionals, we actively reduce workload wherever possible. We have a free, independent and confidential counselling service which staff can access without any need to notify HR or their line manager.

Although we expect much of our staff, we also celebrate and value their work. This, together with well-behaved, motivated students and bright, positive facilities, fills Trinity MAT with great, feel-good workplaces!
The Trinity Teaching School Alliance (TTSA) is a group of over 40 partner schools (both primary and secondary) which is led by its designated teaching school, Trinity Academy Halifax.

As well as training new teachers via the Initial Teacher Training, School Direct and Postgraduate Apprenticeship routes, we also support schools across the region with CPLD and School to School Support. We welcome the opportunity to develop teachers and leaders at every level, from new trainees to the most senior leaders.

Interested in training to teach?

The best teachers inspire children for a lifetime. We’re always keen to talk to motivated people who want to become great teachers. Whether you choose the primary or secondary phase, we’ll help you to develop the knowledge and skills that will transform your learners’ lives.

Since starting my School Direct training with TTSA I’ve been inspired more than ever to become an outstanding teacher. The professional training here boosts my confidence and subject knowledge and the positivity and support given throughout the course is incredible!

Primary trainee
Trinity Academy Halifax is the founding school in the Trinity Multi Academy Trust. It was formed in 2010 to provide a fresh new start to students in an area where secondary schools and learners had struggled and underperformed for more than a decade.

Since then, the Academy has secured two Ofsted 'Outstanding' judgements and is:

- a National Support School
- a National Teaching School (leading the Trinity Teaching School Alliance)
- a Maths Hub of Excellence (leading the West Yorkshire Maths Hub)
- the home of the globally renowned White Rose Maths
- accredited as a World Class School.

An inspiring place to work and learn, Trinity Academy Halifax (TAH) moved into its fabulous new building in September 2012 and its world-class facilities look and feel just as attractive and vibrant today.

Even more importantly, excellence in teaching and learning is the Academy’s driving force, a commitment supported by:

1. effective implementation of its Behaviour for Learning Policy, allowing teachers to teach and learners to learn efficiently in a positive and collaborative environment
2. a unique and exciting CPD programme which encourages and develops inspirational teaching and support, and allows every team member to progress and thrive throughout their career.

TAH is a Church of England academy. Its core Christian values of empathy, honesty, respect and responsibility influence every part of academy life, from its proactive pastoral system to student behaviour and the celebration of success.

"Trinity Academy Halifax holds an astonishing passion for its students. It gives me the pleasure of excellent resources and CPD support to bring out the best in my students and watch as their love of the subject develops."

Arts teacher
Sowerby Bridge High School became Trinity Academy Sowerby Bridge (TASB) in September 2017, heralding a new and exciting journey for the school and its local community. Initially graded inadequate by Ofsted in 2016 and ranking in the lowest 15% of all UK schools, the failing high school soon began to flourish. After just two years, it stands proudly in the top 1% of the most improved schools in the country.

We are tremendously excited about a future in which we are confident of continual improvement for every student and team member in the TASB community. We may have already made great changes but we aim ever higher! There are no limits on the achievements of either our students or our staff, and we welcome every opportunity to help every one of them to shine.

Be part of our transformational academy!

As a rapidly evolving academy, we need to keep recruiting talented, driven and vibrant people. We want those who are excited at the prospect of developing students, our academy and their own careers year after year, backed by a sound support network and great CPD.

There are innovative opportunities for professional and personal growth: for example, there’s an Early Years Supper Club at which staff can meet regularly with senior MAT leaders.

Subject teacher

Trinity Academy Sowerby Bridge

- Progress 8 score: from -0.47 in 2017, our score is +0.61 in 2019
- 16th most improved school in the country (of 3,269 published school scores)
This fantastic award is all the more exciting because just four years ago, our school was struggling both financially and educationally: numbers were falling and achievement was far too low. However, working with Trinity MAT since 2016 has enabled us to transform the lives and futures of our students and all those who work with them. Our Academy is now a place of high expectations and excellent progress that places us comfortably in the top 5% of UK secondary schools. Behaviour is excellent and achievement is high. Guided by the MAT’s core values and our own strong Christian ethos, we work hard to ensure our students become happy, fulfilled and well-rounded people. Innovative initiatives such as Masters of Recall and CAPA Juniors (Performing Arts pathway) help maximise opportunity for every child.

Be part of our great story!

Oversubscribed for the past two years, Cathedral Academy is absolute proof that inspired guidance, hard work, and belief can effect the most amazing change. If you are (or soon will be) a qualified professional with the passion and talent to make an extraordinary difference to your students and colleagues, please get in touch. A move to Cathedral Academy could be the best you ever make!

Set in leafy grounds on the edge of the city, Cathedral Academy is a vibrant and inspirational place in which to work and learn. The only Church of England secondary school in Wakefield, we are also delighted to be the 2019 TES Secondary School of the Year.

The CPD opportunities for me as an NQT are fantastic and include relevant, bespoke sessions taught by experts. For example, it’s been really effective for developing my marking as well as talk and questioning in lessons. The Trinity MAT NQT event is also a great way to network and pick up new ideas: it’s just another way in which the MAT supports NQTs.

Pupils behave well at all times, both in and out of classrooms. Bullying is rare and the school is a friendly, cohesive environment for pupils to learn in.
The progress at Akroydon is testament to the excellent CPD, guidance and support from Trinity MAT and the hard work and dedication of our staff team. We have fully embraced the new MAT-wide culture of investment in teaching and learning which empowers our staff and leaders to deliver the best possible environment and opportunities for our pupils. Expectations are high from the start, and whether it’s about helping a classmate, working hard or respecting possessions, pupils who make the greatest effort are consistently rewarded.

Your chance to shine!

Akroydon Primary Academy feeds directly into the outstanding Trinity Academy Halifax, and as a staff team, we’re committed to give every one of our pupils an exceptional start to their school career. To do this we need to recruit the best talent, whatever their role in the school – skilled team players who will inspire, enthuse and support our pupils, whatever their strengths and needs. If this sounds like you, there’s a great career for you here at Akroydon and Trinity MAT!

The first primary school to join the Trinity MAT, the two-form entry Akroydon Primary Academy caters for children from Nursery to Year 6. In 2017-18 (our first full year in the Trust), we ranked in the top 3% of most improved schools in the country, and the second most improved in Calderdale. In 2019 we proudly hit the top spot as Calderdale’s Most Improved School!

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Pupil Experience Coordinator

“I’d recommend others to jump at the chance to work with us at Trinity MAT. It’s incredibly demanding but I’ve worked right across the 4-18 age range and I can see that we’re making a real difference to children’s lives and outcomes.”

Acting Principal

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There are so many great career opportunities here at Trinity MAT: having started here as an Assistant Principal in a sixth form centre, I’m now running an academy.
As a new academy under fresh and invigorating leadership, St Chad’s is setting out on an inspiring new journey. We share the Trinity MAT-wide passion for high expectations and we’re excited about the new opportunities to offer pupils an exceptional education in our friendly, nurturing and well-resourced environment.

**Every great recruit has room to grow**

Motivated, committed and enthusiastic staff who want to keep growing and learning are vital in developing and delivering outstanding education. If you’d like to play a role in making our school community ever better, we’d love to hear from you.

As an NQT teaching in Y1, Trinity MAT offers me immense support, relevant training and specialist resources. What’s more, it’s great to know that you’re not only part of a school, but something much bigger, too.

The newest member of the Trinity family, St Chad’s joined Trinity MAT in March 2019. Driven by a strong Christian ethos, our academy aspires to be a supportive family community that values, supports and makes a positive difference to every child.

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**St Chad’s Primary Academy (SCPA), Brighouse**

- In 2019, SCPA’s results were significantly above the national average in almost all areas
- At KS2, 77% pupils achieved the expected standard across reading, writing and maths (a further increase on 2018 results)
Trinity Sixth Form Academy, Halifax

This outstanding Sixth Form Academy is rapidly earning a national reputation for academic and pastoral excellence. With highest quality teaching and learning and a unique support system, we prepare our students for challenge and pressure, shaping successful, life-ready learners.

An unparalleled range of A level, vocational, enrichment and leadership programmes offers our students a richly rounded education delivered by committed and positive post-16 specialists. Our culture is founded on our Professional Standards of mental toughness, attention to detail, a strong work ethic and integrity. These powerful drivers help ensure that our students not only achieve great results, but also become kind, committed, resilient and fulfilled individuals with the mindset and tools for a successful future.

**Build your career at Trinity Sixth Form Academy**

Our academy depends on securing the finest staff who expect both to give and receive the very best. We enjoy the immense benefits of brand new, state-of-the-art, £20million+ premises at the heart of the town, offering a superb working environment and easy access. Above all, we’re part of one of the country’s leading academy trusts, in which expectations, achievement and job satisfaction are all outstanding. We hope to meet you soon!

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The opportunities offered at Trinity MAT have enabled me to develop both as a teacher and a leader, resulting in a recent promotion. The MAT’s CPD programme supports continuous development and provides the resources staff need to deliver exciting and engaging lessons.

**Former class teacher, now Assistant Principal**

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**Trinity Sixth Form Academy**

- 99.2% A level pass rate in 2019
- In the country’s top 10% of Sixth Forms
- Applied General Average Grade = Distinction
I loved their ethos, vision and community feel so much that I applied for all three!
When it comes to maths, Trinity MAT’s reputation has gone global! Having embraced the powerful mastery approach to maths, our maths specialists are spreading the word far and wide that EVERYONE can do maths!

**West Yorkshire Maths Hub (WYMH)**

Formerly known as the White Rose Maths Hub, the West Yorkshire Maths Hub was established in 2014 as one of 37 national, government-funded hubs to raise standards in maths across early years, primary and secondary settings. The WYMH was led from its inception by Trinity Academy Halifax and focused on teaching for mastery as the key to helping every child to understand and love maths. Through NCETM-style Work Groups and networking opportunities, WYMH aims to support, connect and develop teachers and CPD leaders from across the Calderdale, Bradford and Leeds areas.

**White Rose Maths (WRM)**

White Rose Maths is a not-for-profit organisation which began with a team of passionate and highly experienced Trinity Academy Halifax maths specialists eager to change the way the world learns maths. Inspired and informed by robust research and global maths experts, this ever-growing team is dedicated to helping every teacher of maths to become a world-class practitioner and by doing so, enabling every child to become a confident and resilient mathematician.

To achieve the vision, WRM provides top quality, mastery-based CPD programmes and classroom resources worldwide. The much-loved WRM schemes of work (which will always be free to use) for early years, primary and secondary phases are proving transformational: at the time of writing they have been downloaded more than 20 million times and in 196 countries around the world. Our maths specialists enthuse and train practitioners across the UK and globally, from London to Dubai and Leeds to Shanghai! The WRM Premium Resources website launched in July 2019 now attracts 32,000 users each month.

White Rose Maths is proving that whatever your prior experience or preconceptions, maths is an exciting adventure that everyone can enjoy, value and master!