

TEACHER RECRUITMENT PACK

Trinitas
Academy Trust

Faith ✦ Family ✦ Flourish



“LEADERS HAVE CREATED A SUPPORTIVE ENVIRONMENT
WHERE STAFF AND PUPILS FEEL WELCOME AND RESPECTED.”

OFSTED 2023



WELCOME FROM THE CEO

It gives me great pleasure to welcome you to Trinitas!

I am both proud and privileged to be serving as CEO of Trinitas Academy Trust, a family of schools with an unrelenting desire to achieve our vision:

“We believe that all children deserve the best education, and all staff deserve to be valued and developed. Our Trinitas family, Christian faith, and unrelenting desire to improve society, underpin everything we do. Creativity, compassion and high expectations drive the Trust to ensure that every person within its community flourishes.”

When any of us choose to work in education, we do so because we want to improve the lives of the next generation, and to inspire and encourage children to be the best they can be. At Trinitas this is exactly what we aim to do, whilst enabling each school to thrive within its own distinctive ethos and character. Central to this is our strapline of ‘Faith, Family, and Flourish’:

Faith – in ourselves, in each other, and for those who believe, in God

Family – working as a connected unit, sharing challenges and successes

Flourish – keeping people at the centre of what we do so that all, children and adults alike, can flourish

Trinitas has a mix of faith and non-faith schools, across all sectors of education (Primary, Secondary & Special Schools), and this blend enables us to share a wealth of expertise across the trust as we continue to support one another to achieve our vision.

Whilst we celebrate individual school distinctiveness, we are a single organisation working collaboratively to achieve the very best outcomes for every member of our Trust family.

Leaders, teachers and support staff, both in the classroom and out, work as one team to provide the best experience for our children. They are talented, skilled, dedicated professionals working closely with the wider school community, making sure that we meet the needs of children and their families. We are there to support and encourage every Trinitas child and their family as they take their first steps into school, and as they take their last steps from the Sixth Form and into their future.

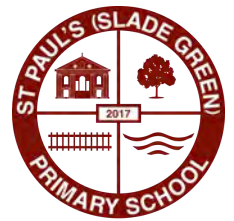
Having worked in education my whole career I absolutely believe it changes lives - education can equip learners with agency and a sense of purpose, and the competencies they need, to shape their own lives and contribute to the lives of others. I'd welcome the opportunity to work with you to change lives.

A handwritten signature in black ink, reading 'Godden'.

Simon Godden
CEO

“PUPILS FOLLOW A BROAD AND AMBITIOUS CURRICULUM, WHICH IS WELL PLANNED AND SEQUENCED.”

OFSTED 2023



WELCOME FROM THE PRINCIPAL

I would like to welcome you to St Paul's (Slade Green) C of E Primary school.

At St Paul's we aim to provide a safe, happy, stimulating and challenging environment in which children learn and grow, knowing their contribution to the school is highly valued. We pride ourselves on our reputation of being a fully inclusive school, meeting the needs of a diverse range of pupils, with a strong emphasis on the children's well-being and pastoral care. This is the result of a highly committed and professional staffing team who consistently place the child at the heart of everything they do.

Our most recent Ofsted inspection, in September 2023 highlighted that St Paul's is 'a highly ambitious school' where 'pupils are safe and enjoy coming to school' and that 'pupils follow a broad and ambitious curriculum which is well planned and sequenced'.

St Paul's is a school rooted in a strong Christian ethos, and our vision 'to be a school of excellence where everyone feels safe, valued and respected and has the confidence to 'walk tall' and achieve great things as a unique child of God', underpins all that we do.

This vision is encapsulated in our guiding principle 'all gifted, all different, all parts of the same body', celebrating the uniqueness and talents of all children and staff.

As a Unicef Rights respecting Gold School, children's rights are embedded across the school and pupils are aware of their responsibilities as global citizens, as well as being strong advocates of showing respect to others. We foster a positive school culture where staff and pupils feel welcome, respected and supported. In addition, our staff are encouraged to embrace opportunities for their own professional development.

St Paul's is a great place to work with staff who are passionate about the children's learning and development. We strive to make a real difference for the pupils and the community that we serve to improve life chances and widen opportunities for life beyond school.

I am immensely proud to be the principal of St Paul's and to work alongside our amazing staff and pupils. We would be delighted to welcome you to our school to join our warm and friendly school community.

Wendy Cornford
Principal

Trinitas Academy Trust

Faith ✝ Family ✝ Flourish

Trinitas is a Multi-Academy Trust in South East London. We are a family of seven schools working together towards outstanding outcomes for all pupils. We want to give our children the best education, develop and value our staff, and do all within our capabilities to improve society.

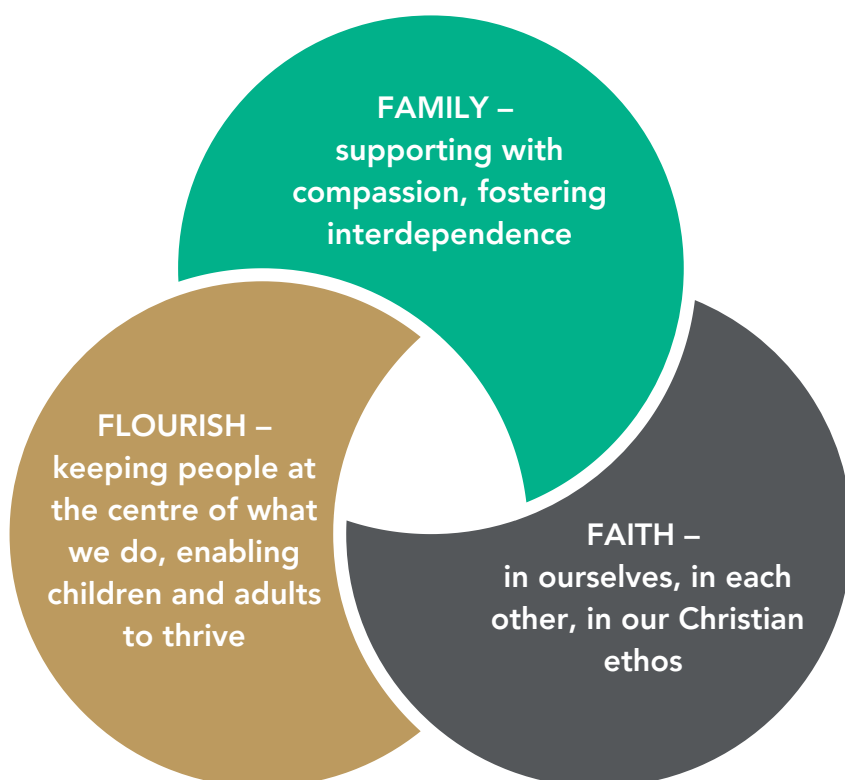
Our vision is central to the work we do, in all aspects, from the development of our curriculum, our approach to school improvement, how we conduct staff appraisal, to the way we prioritise the wellbeing of staff and pupils alike:

We believe that all children deserve the best education and all staff deserve to be valued and developed.

Our Trinitas family, Christian Faith, and an unrelenting desire to improve society underpin everything that we do.

Creativity, compassion and high expectations drive the Trust to ensure that every person within its community flourishes.

Central to achieving our vision are our three Trinitas pillars: Faith, Family & Flourish.



BEING A PART OF TRINITAS



TRINITAS PEOPLE STRATEGY

Our staff are our most important asset, and therefore it is vital that we do everything we can to attract, retain, engage and develop the very best people throughout Trinitas Academy Trust. Only then will we be able to deliver our Trust vision.

Our Trinitas People Strategy has three key strands:

- Attract & Recruit
- Engage & Retain
- Develop Talent

Our Trust people strategy is grounded in the unwavering commitment to foster a culture where equality, diversity and inclusion serve as the foundation, ensuring that every individual is valued, respected and empowered to contribute their unique strength to our collective success.

As part of our ongoing commitment to staff wellbeing, all Trinitas employees are entitled to one day leave each year for personal use - we call this 'Trinitas Time'!

Staff appreciate being able to use this day to support their family, or perhaps attend an important event during term time - it's for employees to use however they see fit.

PROFESSIONAL DEVELOPMENT

There are many reasons to work at Trinitas, not least our relentless focus on looking after and developing our staff - it's even in our Trust vision! We believe that every member of our community has immense potential, and deserves the opportunity to grow both personally and professionally, in a supportive and nurturing environment.

Our Trinitas CPD Programme ensures that all staff have this opportunity, both in terms of supporting wider school improvement and their own personal areas of interest. This approach also feeds into our appraisal system, which has a strong focus on staff aspirations and career progression. This ensures that colleagues have a strong sense of ownership and agency, and each and every member of our Trinitas family is valued.

PLEASE SEE THE TRINITAS PEOPLE STRATEGY AND CPD PROGRAMME THAT HAS BEEN SHARED WITH THIS APPLICATION PACK FOR FURTHER INFORMATION



“THE SCHOOL IS HIGHLY AMBITIOUS FOR PUPILS’ LEARNING.”
“ALONGSIDE THEIR ACADEMIC LEARNING, PUPILS LEARN
ABOUT THEIR RIGHTS AND WHAT IT MEANS TO BE A GOOD
GLOBAL CITIZEN.”

OFSTED 2023



PUPIL WELCOME



We have been at St Paul's Church of England Primary school since Nursery, and now we are in Year 6.

St Paul's is an amazing school where we all care for one another. The teachers and staff are very supportive and kind. Sometimes, it feels like we are in a second home.

Our teachers are enthusiastic and make sure that everyone can join in with the learning. The teachers always have smiles on their faces and are very respectful.



At St Paul's (Slade Green) we form strong and lasting bonds with each other. We build friendships and show respect for everyone no matter their race, culture or religion. We are very passionate about our learning and everyone flourishes to be the best version of themselves, not just academically but also spiritually.

Learning at St Paul's is fun and throughout our time here, we have had countless opportunities for school trips and visits. For example, year 6 recently went on a residential trip to Kingswood, where we learned new skills and embraced new challenges. Our school trips are based on our learning quests. In Year 5 we visited Kent Life to learn about Victorian times.

Our school is a church school and every Wednesday Reverend Jim, from St Augustine's church, leads our worship. The school is also very eco-friendly with our own forest school and meadow, which help us to learn about the environment.



There are a variety of roles and responsibilities available to us such as being Eco-Warriors, Leading Lights and RRS Ambassadors. These help to build our confidence and prepare us for secondary school.

St Paul's has received positive reports from others. Ofsted said we are a 'good' school and Unicef recognised us as a 'gold' Rights Respecting School.

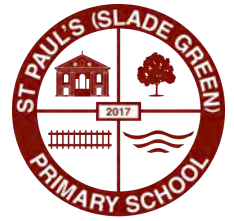
If you are looking for a friendly, calm and sociable school then this is the place for you! We would love to welcome you to St Paul's.

Sophia, Sanvi, Olivia-Grace and Nkeiru
Year 6 pupils



“THEY HAVE ESTABLISHED A POSITIVE SCHOOL CULTURE IN WHICH STAFF EMBRACE OPPORTUNITIES FOR ONGOING PROFESSIONAL DEVELOPMENT. STAFF SUPPORT THE SCHOOL’S VISION TO PROVIDE A HIGH-QUALITY EDUCATION FOR ALL AND WORK HARD TO ACHIEVE IT.”

OFSTED 2023



ABOUT THE SCHOOL

ALL DIFFERENT, ALL GIFTED, ALL PARTS OF THE SAME BODY



St Paul's is a two-form entry primary school including a school-based Nursery and Resource Provision, for pupils with speech, language and communication needs.

We are a diverse and inclusive school; valuing the many different cultures and backgrounds that enrich our school and its community. We pride ourselves in being a school that meets the needs of the local community and parents/carers value the additional support offered by the school. We have a strong Christian ethos and believe that our children are quite exceptional.

We strive to raise pupil aspirations and equip them with the skills to become independent, resilient and life-long learners. This is achieved through our dedicated and supportive staff team who are committed to raising standards and encouraging pupils to 'walk tall' as we celebrate their successes.

Our Early Years provision is well resourced, providing children with a learning environment that fosters stimulating learning opportunities both indoors and outdoors. The children experience a wide variety of engaging activities, supporting them to learn and make friends. We know that when children feel relaxed, safe and valued, it builds their confidence, develops independence and cultivates a positive disposition and natural curiosity to learn.

The St Paul's curriculum is based around rich learning experiences that are purposeful and meaningful to the children. We have designed the St Paul's Learning Quest curriculum which takes children on a learning journey, enabling them to acquire new knowledge, concepts, and skills across all subject areas. It is a broad, balanced and knowledge- rich curriculum.

At St Paul's we recognise the importance of building a secure foundation for pupil's learning and therefore place a strong emphasis on teaching oracy, phonics, early reading and mathematics, throughout Early Years and Key Stage 1.

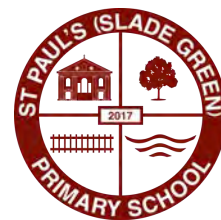
We believe that education is about the development of the whole child and provide a rich variety of learning opportunities both in and out of school. St Paul's promotes character development and wellbeing through our RSHE curriculum, Christian values and our Right Respecting School's agenda. Our curriculum extends beyond the classroom offering wider cultural capital experiences through community engagement, local trips, visits from guest speakers and a variety of extra-curricular opportunities, including the Children's University.

In addition, we have an excellent resource provision for children with speech, language and communication needs staffed by skilled practitioners trained to meet the needs of pupils with SEND. This strong provision for SEND pupils has been recognised by Ofsted, noting that 'staff identify pupil's additional needs promptly, and there are clear plans in place for their support' which helps these pupils to develop their confidence.

At St Paul's, the school is committed to developing the talents of all children enabling them to 'walk tall' and flourish.



JOB DESCRIPTION



Job Title: Teacher
Hours of work: Full Time
Grade: Teachers Main/Upper (inc. OLW)
Responsible to: Principal / SLT

MAJOR DUTIES & RESPONSIBILITIES

The teachers' job description applies to all teachers regardless of the stage of their career. As a teacher's career progresses, they are expected to extend the depth and breadth of knowledge, skill and understanding as is judged to be appropriate to the role they are fulfilling and in accordance with the teachers' standards.

Trinitas Advanced Teachers (upper pay scales) will be expected to show that they are highly competent in all elements of the Teachers' standards (www.gov.uk/government/publications/teachers-standards) and that their achievements and contribution to the school and Trust are substantial and sustained.

Strategic direction and development of National Curriculum provision in the school – with the support of, and under the direction of the Principal and Vice Principal or line manager – to:

- Contribute to a positive ethos in which all pupils have access to a broad, balanced and relevant curriculum
- Analyse and interpret relevant school, local and national data relating to their own class and advise the SLT on the level of resources required to maximise achievement
- Liaise with staff, parents/carers, external agencies and other schools to co-ordinate their contribution, provide maximum support and ensure continuity of provision within their class
- Consider the views of both pupils and parents/carers and to respond appropriately

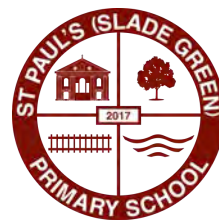
Teaching and learning - to:

- Develop a classroom environment and teaching practice which secures effective learning across the breadth of the National Curriculum and/or EYFS, providing a professional model, clearly demonstrating effective teaching, classroom organisation and display, and high standards of achievement, behaviour and discipline
- Support the identification of, and provision for pupils with additional educational needs
- Regularly monitor progress of pupils within their class which is then reflected in teaching plans
- Evaluate the effectiveness of their teaching and learning by work analysis and use these analyses to guide future improvements
- Ensure setting of realistic and challenging expectations for pupils in their class
- Liaise effectively with staff to ensure the successful transition of pupils through the school
- Contribute to meetings, discussions and management systems necessary to co-ordinate the work of the school as a whole

Relationships with staff – to:

- Achieve constructive working relationships with all staff
- Direct, organise and manage the work of support staff within the classroom
- Provide regular information to senior staff on class progress

JOB DESCRIPTION CONT.



Effective deployment of staff and resources – to:

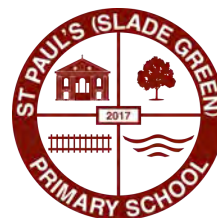
- Maintain and develop class resources, co-ordinate their deployment and monitor their effectiveness in meeting the class objectives

General – to:

- Promote equal opportunities within the school and to seek to ensure the implementation of the school's equal opportunities policy.
- Take on any additional responsibilities which might, from time to time, be determined by the Principal or your line manager.

Last Updated By:	HR	Date/Time:	03/04/2023
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PERSON SPECIFICATION



	Essential / Desirable
Qualifications	
Teaching Qualification- i.e. PGCE, Diploma in Education and Training, or Equivalent	E
Qualified Teacher Status	E
For Secondary - a degree or equivalent qualification in the subject area, or in a related discipline	E

Experience	
Proven ability as an excellent classroom teacher	E
Experience of raising and/or maintaining good standards of student attainment and Progress	E
Professional knowledge of what constitutes high quality and standards in teaching and learning	E
Experience of assessing student progress and providing effective feedback	E

Skills & Abilities	
Ability to use a range of teaching strategies to engage students and support learning	E
Ability to foster and promote good working relationships within the school and across the trust.	E
Ability to foster and promote positive relationships with parents and carers	E
A commitment to raising achievement	E
Ability to communicate effectively with others	E
Good ICT skills and the ability to use modern technology effectively within the classroom	E

PERSON SPECIFICATION CONT.



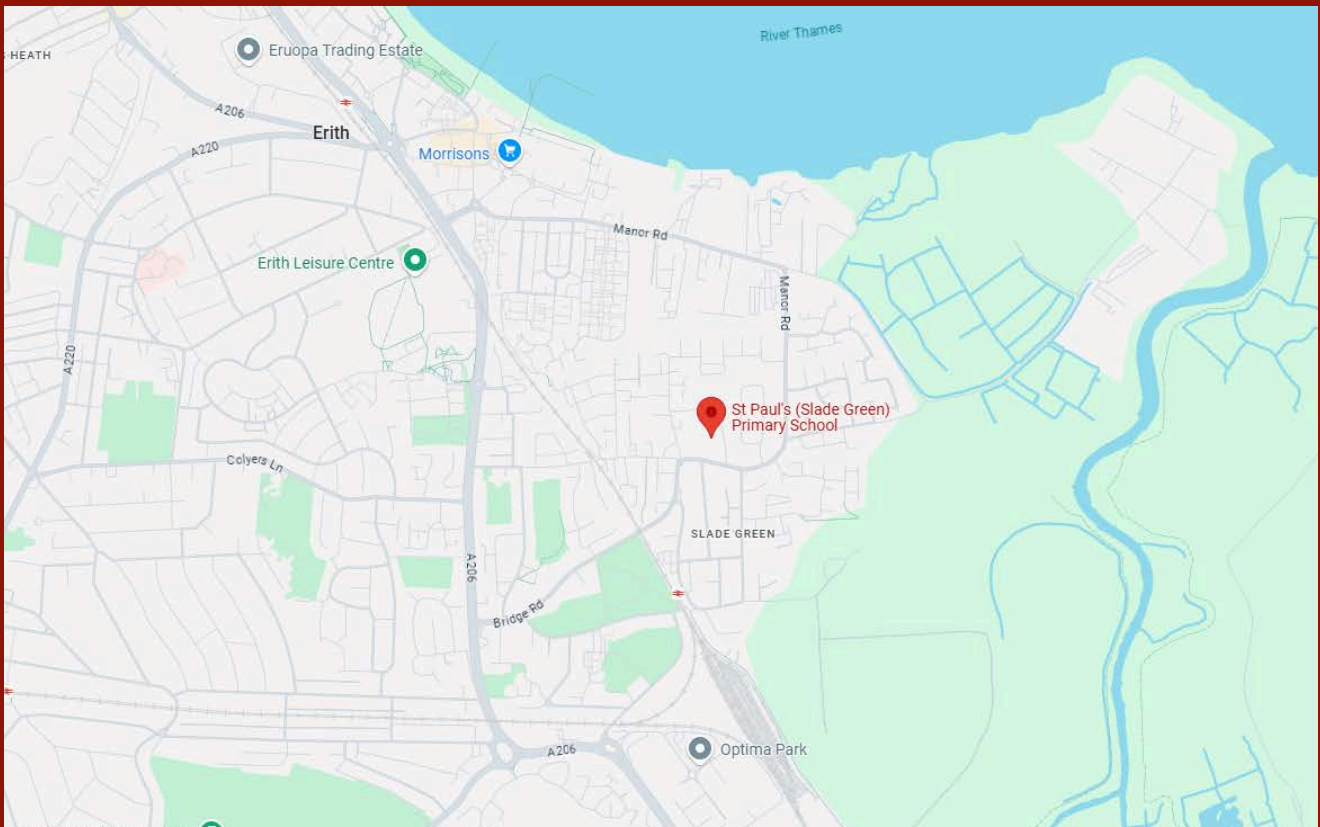
Knowledge & Understanding	
An understanding of the needs and motivations of children and young people	E
Professional understanding of safeguarding within a school setting	E
A commitment to safeguarding and promoting the welfare of children and young people	E

Personal Attributes	
Commitment to professional development and learning	E
Emotionally intelligent and able to build trust with others	E
Resilience, the ability to work under pressure and be able to meet deadlines	E
A commitment to further your own professional development and to the principle of continuous improvement	E
Passion and enthusiasm for learning and the ability to convey this to students	E
Last Updated By:	HR
Date/Time:	05/06/2025

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