

Application Pack

Join us

Sports Graduate and Cover Teacher

Closing date: 15th May 2024

Start date: 27th August 2024



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,

AJ Kennedy



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



The Whitgift Foundation was created in **1596**, and subsequently **3** separate schools: Whitgift, Trinity and Old Palace

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**

767 hours were dedicated to worthwhile causes by participants from Trinity in The Duke of Edinburgh's Award programme, between April 2020 and March 2021



89% of GCSEs in 2023 were graded **9, 8 or 7**



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

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

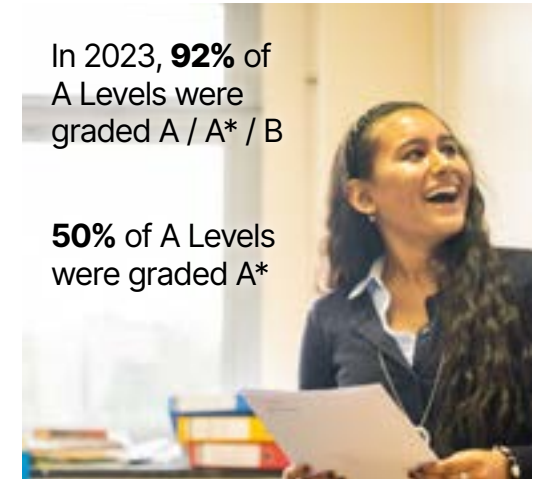


27 acres of grounds

175 teaching staff
83 support staff

In 2023, **92%** of A Levels were graded A / A* / B

50% of A Levels were graded A*



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



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

100+ clubs and activities



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 safely cross the river to reach school.



“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 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 these activities.



"The pastoral care is incredible... It feeds into how students are taught; meaning lessons are positive, stimulating and fun."

Trinity Parent



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 (for a family if needed) 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 Sports Department

Trinity School enjoys outstanding sporting facilities. There are 10 acres of grass playing fields with two floodlit Astroturf pitches on site and another 10 acres half a mile away at Sandilands. The indoor facilities are also excellent. The school has a 25 metre, six lane indoor swimming pool and two impressive sports halls that can accommodate a comprehensive range of activities. The complex includes 3 squash courts, fitness centre and state of the art Athletic Performance centre. Our ethos is to nurture and develop a lifelong love of sport in our students, and we aim to do this by encouraging all, regardless of previous experience and ability, to engage in as many activities as possible, as well as provide students of all levels the opportunity to compete for the School, with over a 1000 fixtures played each academic year.

The major games for Boys are Rugby (Autumn term), Hockey (Spring term) and Cricket (Summer term) and Hockey (Autumn term), Netball (Spring term) and Cricket (Summer term) for Girls. However, the school has full fixture lists in many other sports, including football, swimming, water polo, athletics, basketball, cross country, tennis, badminton, indoor hockey, rugby sevens and squash.

Post Covid, Trinity has had many notable successes at National level in sport. Our 1st XV rugby team were crowned National Champions in March 2022 and were beaten finalists the following year. In Hockey, our U18 Boys team competed in the Tier 1 competition for the first time and finished 4th in the country, following a narrow loss on penalty flicks in the Semi-Final. Our U18s and U13s were National Plate Champions in 2023. Our U11 Cricket team were crowned 8-a-side National Champions in 2023. For the first time in school history, we won two ISFA Football National Trophy Titles at U13 & U15 last term. Our Water Polo teams have won 9 ESSA National Titles since 2014 and became one of only 3 Schools to hold all 3 Boy's Titles (U13, U15 & U18) in one season. In Girls sport, our 1st VII Netball were National Finalists in 2023 for the first time in School history and followed this up by winning the Worlds Schools Games Title last Summer. The U18 Girls Water Polo team qualified for the National Finals, finishing 4th.

We have several current and former students who are competing at the highest level in sport. Gabriel Ibitoye is enjoying a fine season with Bristol Bears in the Premiership, whilst Josh Bellamy & Conor Byrne are part of the Harlequins Men's squad having graduated in 2023. A current Sixth Form student played an integral part the England U18 Rugby squad that won the Six Nations in March 2024, and will join Josh and Conor next season in the Harlequins set up. Nathan Barnwell & Josh Blake are both Surrey Men's cricketers, with Kira Chatli also representing Surrey Women and the Oval Invincibles. Seven current students are attached to Football Academy's, with three former students playing football at a professional level: Oliver Scarles (West Ham), Bryce Hosannah (Wrexham) & Sam Woods (Bromley). In Water Polo, Kathy Rogers attended Michigan University and was appointed Great Britain Senior Women's captain for both the European and World Championships earlier this year. Imani-Lara Lansiquot, having competed in the Tokyo Olympic Games, is part of the Great Britain 4x100m team heading to Paris this Summer.

The Post – Sports Graduate and Cover Teacher

We are seeking to appoint a recent graduate to work within the PE department, coach and support a number of sports, as well as cover academic lessons across the school. The graduate assistant post offers an opportunity for a graduate to gain experience of the independent sector in education and is a good springboard to a career in teaching or sports coaching.

Reports to
Director of Sport

Job Description

- To provide high level coaching in one or more sports and have the drive to progress their coaching in numerous other sports offered through Games and our extensive Co-Curricular programme
- Plan, prepare and deliver effective sessions for all ages and abilities, before school at lunch time and after school
- To assist with the weekend activities programme and fixtures across all three terms, which would be a combination of coaching and officiating teams and would include some travel
- To cover a range of academic lessons across the school
- To ensure that sport areas and the PE Department office are tidy and well-stocked
- To prepare team kits and equipment for major games
- To take video footage (Veo) and images of sporting activities and use these to market the department
- To assist Director of Sport and Heads of Sport in controlling the sport social media account
- To liaise with the school's marketing department to provide content for the school website
- To be available for coaching during half-term sports camps which tend to happen during October and February
- Do anything reasonably asked of you by the Director of Sport, Assistant Director of Sport, Head of PE, Heads of Sports and Headmaster.

Person Specification

- The successful candidate is likely to:
- Be an enthusiastic sports person who has the initiative, ambition and the energy to contribute to our extensive co-curricular sporting programme
 - Enjoy working with young people, with a positive and friendly attitude
 - Good effective communication skills, both written and verbal
 - Good organisation skills with a flexible attitude to working
 - Ability to work as part of a team
 - Ability to prioritise work and use own initiative
 - Be competent in Microsoft Office; familiarity with iSAMS or other school MIS would be an advantage
 - Have an interest in sports analysis and/or experience in managing a sport social media account.

Terms and conditions

- Salary £27,699 paid pro rata
- One academic year
- Term time only
- Trinity School is committed to safeguarding and protecting the welfare of children, young people and 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 applicants 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 midnight on 15th May 2024. Interviews are likely to be held on 20th May 2024.

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.



Please contact

Mrs Sharon Wilson

PA to Headmaster

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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

