

Application Pack

Join us

Teacher of History & Politics

Closing date: 26th June 2024

Start date: January 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.

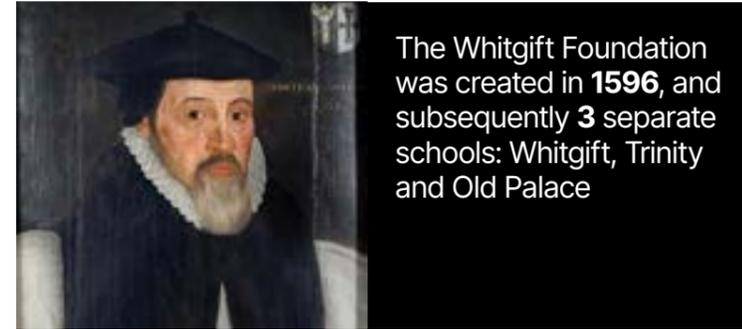
The school is one of three governed by the Whitgift Foundation, which was founded in 1596 by the then Archbishop of Canterbury, John Whitgift - the other schools being Whitgift School for boys and Old Palace School for girls.

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**

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**



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



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

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



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



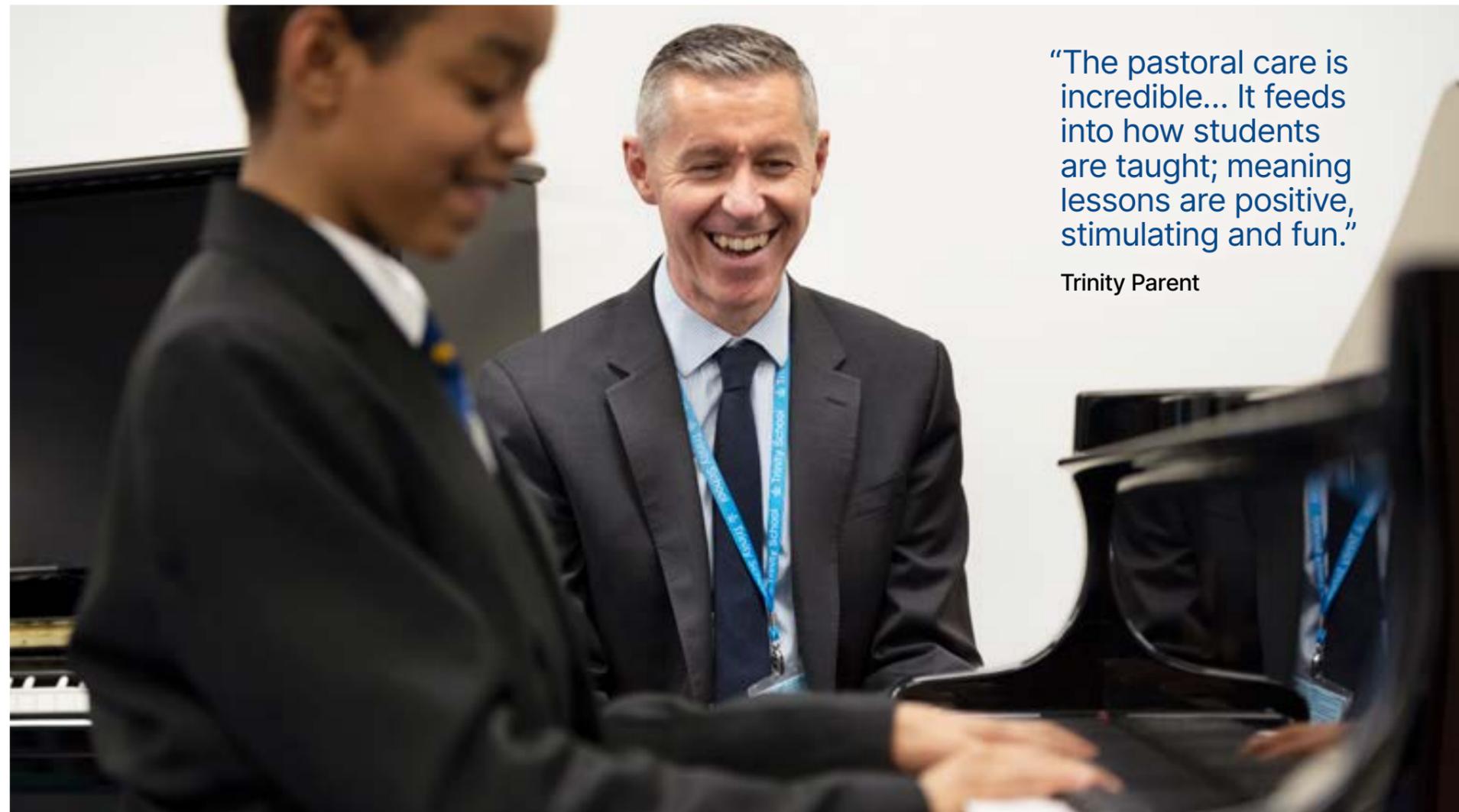
A vibrant co-curricular life

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 to advice about development
- Feel part of a compassionate and engaged common room which values creativity and imagination

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
- Monitoring the progress of all students and communicating this, as appropriate, to colleagues and parents, as appropriate
- Prepare students for external examinations, administering any NEA component as per school policy, as appropriate

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
- 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.
- 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 department

History & Politics Department

The History and Politics Department at Trinity is a thriving department, currently consisting of eight members of staff, all of which graduated with either a History or Politics degree. As a Department, we are passionate about our subject and about teaching and learning; we invite teachers to bring in their own specialisms and are well versed in sharing good practice and new resources. We are committed to helping every student achieve their very best - whether they intend to study History or Politics at IGCSE or A Level.

Resources

Most History and Politics lessons are timetabled to take place in Rooms 21-25 on the top floor of the building. The department has two office spaces will be able to offer the successful candidate a designated space. Our digital resources are communally shared within Microsoft Teams channels for each year group - this includes OneNote pages for teachers who wish to primarily use devices. Our physical resources are well organised, and the department has sufficient budget to invest in new physical resources when these are requested.

Curriculum and Teaching

History is taught to all pupils from Junior Year (Year 6) to Third Year (Year 9) in classes of 18 - 24 pupils. It is a popular choice at GCSE regularly attracting 4 sets and around half of the students. At A-level History and Politics are popular options.

The curriculum is constantly reviewed in line with new developments in the subject but is broadly chronological in construction and global in scope. Currently the First Year covers the Medieval and Early Modern world with units on: Life in Medieval Times [with a focus on Europe, Islamic Societies, Africa and Asia]; Medieval Leadership; The Crusades; The Silk Road and Mongols; and the Tudors. The Second Year covers: a critical approach to the Age of 'Discovery'; Renaissance and Reformation; the Stuarts and the Civil War; Early Modern Africa and the Transatlantic Slave Trade; Revolutions and Resistance; Europe to the Brink of War; and The First World War. The Third Year Covers: Making Peace and Political Change; Challenges to Peacekeeping and the Causes of World War Two; Turning Points of World War Two; The World Post-World War Two [with a focus on Independence Movements and the Cold War]; and Britain Post-World War Two.

At IGCSE we follow the Edexcel course and currently teach a very 'modern' history centered course: Germany: development of dictatorship, 1918-45, A divided union: civil

rights in the USA, 1945-74, The Vietnam Conflict, 1945-75 (investigation paper) and either China: conflict, crisis and change, 1900-89 or The Middle East: conflict, crisis and change, 1917-2012.

At A-level the History Department do OCR H505 and teachers teach to their specialism. Units offered in recent years include: England 1547-1603: the Later Tudors (Enquiry topic: Mid Tudor Crises 1547-1558); The Early Stuarts and the Origins of the Civil War 1603-1660 (Enquiry topic: The Execution of Charles I and the Interregnum 1646-1660); Britain 1930-1997 (Enquiry topic: Churchill 1930-1951); The Crusades and the Crusader States 1095-1192; The German Reformation and the rule of Charles V 1500-1559; African Kingdoms c.1400-c.1800: four case studies; The Cold War in Asia 1945-1993; Apartheid and Reconciliation: South African Politics 1948-1999; The Viking Age c.790-1066; The Renaissance c.1400-c.1600; Russia and its Rulers 1855-1964; as well as a 4000 word coursework paper on a topic of the students choosing. We therefore invite applications from teachers qualified and willing to teach any options offered by OCR.

The Politics department follow the Edexcel A-level specification. Teaching is usually split between one teacher who offers a course looking at UK Government and UK Politics and another teacher who offers Ideologies (Liberalism, Conservatism, Socialism and Non-Core Subject) as well as Global Politics (unit 3B).

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. The History department offer a weekly lower school society as well as a middle and upper school society to which all teachers are expected to contribute one talk a year as well as a series of student-led presentations and external speakers. The department also enter the History Bee and Bowl and regularly place well. The Politics offering includes a weekly student-led society as well as a Model United Nations. Both subjects come together for the History and Politics at University preparation program which runs across the year to support students looking to make competitive university applications. The department aims to offer one-residential trip a year for both GCSE and A-level students and seeks teachers willing to contribute to these. Students in the 3rd form are offered the option of a one-day Battlefields Trip.

Recent Exam Results

A Level History

YEAR	TOTAL	A* (%)	A*/A (%)	A*/B (%)
2023	25	20	52	88
2022	20	35	80	100
2021	28	36	96	96

A Level Politics

YEAR	TOTAL	A* (%)	A*/A (%)	A*/B (%)
2023	13	38	53	92
2022	17	64	89	100
2021	17	41	82	100

GCSE

YEAR	TOTAL	9 (%)	9/8 (%)	9, 8,7 (%)
2023	62	40	66	82
2022	64	55	79	88
2021	63	57	84	98

The Post – Teacher of History & Politics

We are seeking a well-qualified, dynamic and inspiring teacher who is prepared to play a full part in the teaching and promotion of History & Politics. This position is available on a full-time basis.

Reports to

Head of History & Politics.

Terms and conditions

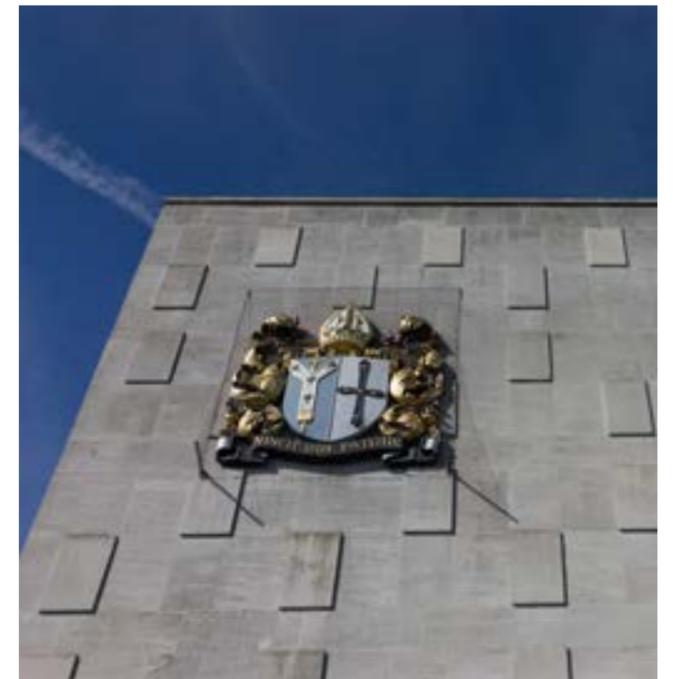
- The Whitgift Foundation Salary scale is substantially above that of the maintained sector
- This is a full-time role
- A commitment to the extra-curricular life of the School is expected of all staff and expertise in one or more activities will be an advantage
- Trinity School is committed to safeguarding 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 26th June 2024. Interviews will be held on 2nd July 2024.

Trinity School reserves the right to interview and appoint before the published closing date.



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

