



# Staff Prospectus



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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.



Whilst hunting down a new teacher 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 new teachers 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!



## A warm welcome from Michael Gosling – CEO



In 2015, when the Trinity Multi-Academy Trust (MAT) was established, our brief was a simple one. Whilst the intervening period of time has seen numerous different challenges, one thing has remained constant: we are determined to make a positive difference, on as wide a scale as possible, where it matters most. That is as complicated as we allow it to become. The Trust now contains 11 institutions, catering for ages 4 to 18, across five local authorities. It also incorporates White Rose Education, an organisation that has improved the life chances of countless young people around the world, and the West Yorkshire Maths Hub (WYMH), as well as working to support thousands of staff regionally through our Trinity Institute of Education (TIE) outreach work. Our journey has taken us a long way; our ambition for young people, coupled with our desire to continually improve, tell us that this is just the start. For those seeking educational excellence and involvement in the lives of their children, for those willing to accept that responsibility, for those looking at education from a different point of view, welcome to Trinity.

# 4

## Our roots and growth

<b>2010</b>	Trinity Academy Halifax (TAH) opens.
<b>2013</b>	TAH judged as Ofsted Outstanding in all areas. Michael Gosling, founding Principal and CEO, accredited as a National Leader in Education.
<b>2014</b>	TAH appointed as lead school to the new White Rose Maths Hub. Trinity Institute of Education (TIE) is founded.
<b>2015</b>	Trinity Multi-Academy Trust (MAT) is established.
<b>2016</b>	White Rose Maths Hub is rebranded as West Yorkshire Maths Hub (WYMH). White Rose Maths (WRM) is founded.
<b>2017</b>	Trinity Academy Akroydon (TAA) becomes part of the MAT.
<b>2018</b>	After working with the MAT since 2016, both Trinity Academy Cathedral (TAC) and Trinity Academy Grammar (TAG) join the Trinity MAT family.
<b>2019</b>	Trinity Academy St Chad's (TASC) joins Trinity MAT. TAC wins the TES Secondary School of the Year award. TAH accredited as a World Class school.
<b>2020</b>	Trinity Academy St Peter's (TASP) joins the MAT. Trinity Sixth Form Academy (TSFA) opens in Halifax town centre.
<b>2021</b>	Trinity Academy Bradford (TAB) joins the MAT. Brand-new secondary schools Trinity Academy St Edward's (TASE) and Trinity Academy Leeds (TAL) open. TAG accredited as a World Class school. TSFA judged Ofsted Outstanding in all areas.
<b>2022</b>	TAC is awarded Ofsted Outstanding in all areas. Trinity MAT launches two new initiatives: Trinity MAT Earthshot and Trinity Scholars.
<b>2023</b>	Trinity MAT awarded Medium MAT of the Year by MATA. Trinity MAT titled as a World Class MAT. TASC, TAL, TAC, TASE, TSFA all achieve World Class status. TAG, TASC, TAA judged Ofsted Good with Outstanding Features. TASP received Ofsted Good in all areas. TAH retains its Ofsted Outstanding judgement. White Rose Maths is rebranded as White Rose Education.
<b>2024</b>	Whitehill Community Academy (WCA) joins Trinity MAT.

# Why work at Trinity MAT?

Whether you're an established teacher or leader, or an Early Career Teacher (ECT), working for a MAT offers you greater opportunities to network, share good practice and progress.

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!**

As 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 (BfL) 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 Institute of Education, White Rose Education, the West Yorkshire Maths Hub (which we lead) and attendance at conferences and research education events.

## **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.

## **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.

## **CPD and Well-being**

Trinity MAT staff can access professional development opportunities to ensure teaching and learning is constantly improving, enhancing potential for career progression, and are provided with excellent well-being support.

## **Pay Portability**

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

## **Electric Car Scheme**

The Trust offers a salary sacrifice scheme to enable employees to lease an electric vehicle direct from their gross salary, therefore saving on the monthly cost of a brand-new electric car, and making a positive impact on our environment.

## **Cycle to Work Scheme**

The Trust, in partnership with Halfords, offers a salary sacrifice scheme to enable employees to purchase cycles and cyclists' safety equipment direct from their gross salary, therefore saving on the monthly cost of these.



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**







# Firm foundations for teaching and learning

The experience of being a working member of the Trinity MAT community comprises many unique and special elements. For us, the three elements below are fundamental in creating an environment in which both staff and students can excel and be happy.

## Professional development

Trinity MAT invests heavily every year in ensuring that teaching and learning is of the highest quality. Six National Leaders of Education (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 weekly, and there are many CPD and cross-Trust opportunities to enrich your experience and develop your career at every level.

Our Early Career Teachers are well supported by our carefully designed induction programme which runs in conjunction with Trinity Institute of Education. 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 Early Career Teachers 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 keep student absence rates low and promotes better learning.

## Well-being

In 2022, our Trust developed the Trinity Employee Well-being Charter. This document evidences our commitment to the well-being of all and provides examples of how being part of Trinity MAT not only improves your skills and experiences as a professional but will also boost your well-being. We ensure that 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. 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!

“

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

”

# Trinity MAT Academies





Secondary

# Trinity Academy Halifax

The MAT's flagship school



- Ofsted Outstanding in all areas – September 2023 and July 2013
- World Class Schools - Twice
- Consistently strong outcomes in all headline measures
- A plethora of staff development opportunities
- A strong team ethic



[halifax.trinitymat.org](http://halifax.trinitymat.org)



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.

**Art teacher**



Trinity Academy Halifax (TAH) 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
- the leading school in the Trinity Institute of Education
- a Maths Hub of Excellence (leading the West Yorkshire Maths Hub)
- accredited as a World Class school, twice

An inspiring place to work and learn, 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 Behaviour for Learning Policy, allowing teachers to teach and learners to learn efficiently in a positive and collaborative environment.
2. a unique and exciting weekly CPD programme which encourages and develops innovative teaching and support, and allows every team member to progress and thrive at each stage of their career – from ECT to Leadership.

Our ethos of, Every Individual, Every Opportunity, is just as true for our teachers as it is for our students.

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 meaningful well-being culture, proactive pastoral system supporting student behaviour, to the celebration of success of all that the students and staff achieve. • Consistently strong outcomes in all headline measures • A plethora of staff development opportunities • A strong team ethic



Secondary

# Trinity Academy Grammar



Trinity Academy Grammar (TAG) was initially graded Inadequate by Ofsted in 2016 and ranked in the lowest 15% of all UK schools. After just two years, the previously failing high school soon began to flourish as it stood proudly in the top 1% of the most improved schools in the country. In February 2023, the academy's success continued as Ofsted graded the academy as Good with Outstanding Features in leadership and personal development. This followed the World Class Schools Quality Mark award in 2021.

We have invested significantly in the professional development of our staff, offering bespoke CPD programmes for teaching and support staff at all stages of their career. These include a new staff induction programme, which runs throughout the first term for any staff joining the academy, including 10-Minute Tip coaches for the duration of the programme.

TAG greatly values its Early Career Teachers (ECTs), who also receive regular mentor support as well as opportunities to engage in the latest education research. Every single one of our ECTs reported that they experienced good support and guidance during their programme, which had a direct positive impact on their practice.

The teaching and learning team lead regular bespoke CPD, including weekly practice, for all teaching staff, teaching assistants, learning mentors and curriculum tutors, all of which is underpinned by the latest educational research.

In addition to this, curriculum and subject-focused CPD is led regularly throughout the term by curriculum leaders. All leaders, curricular and pastoral, receive additional weekly leadership development by line managers and through regular group CPD sessions led by the Senior Leadership Team (SLT). This is all designed to attract and retain the very best people who will, in turn, create the best outcomes for our students, in order that they leave us feeling known, valued and understood.



- Above average Progress 8 scores in all subject areas



100% of teaching staff agreed that the CPD sessions are well researched and focused on appropriate areas of academy development.

Staff survey



[grammar.trinitymat.org](http://grammar.trinitymat.org)

Secondary

## Trinity Academy Cathedral



- Progress 0.71
- Progress +0.6 since joining the MAT
- Highest progress score in Wakefield


[cathedral.trinitymat.org](http://cathedral.trinitymat.org)


The CPD opportunities for me as an ECT 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 ECT event is also a great way to network and pick up new ideas: it's just another way in which the MAT supports ECTs.

**Teacher**



Trinity Academy Cathedral (TAC) was awarded Outstanding by Ofsted in May 2022.

The academy joined the Trust in 2016 and soon showed a dramatic improvement by becoming 'The Secondary School of the Year' in the country by TES in 2019, followed by SIAMS Excellent in 2020. The Principal and staff set an ambition to be outstanding, consistently improving academically and pastorally. After six years of hard work by staff and students, being awarded Outstanding in all areas by Ofsted is testament to setting high standards, a compelling curriculum and full pastoral programme to prepare students for the future. Our academy is now a place of high expectations and excellent progress that places us comfortably in the top 5% of UK secondary schools every year. 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 opportunities for every child.

High quality CPD is an integral part of the staff experience at TAC, as it is in all Trinity schools. Our bespoke CPD curriculum is tailored to the needs of individual staff at all career stages. We are heavily led by research into how learning happens, and continually refine our practice to ensure we are masters in the complex craft of teaching. We invest significantly in 'Subject Passion' sessions, through which CPD is delivered with an expert disciplinary lens. ECTs are supported through a powerful and impactful training programme, which includes a 1:1 mentor, plentiful opportunities to see others in the classroom, conferences, and additional PPA time. All new staff also benefit from a supportive induction programme throughout the first term and beyond, recognising that no matter your experience, we are all novices when we start in a new school!

We are highly committed to staff well-being and workload, and through our staff well-being charter, we strive to ensure Trinity Academy Cathedral is a supportive, fulfilling and inspiring place to work.

Secondary

# Trinity Academy Bradford



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“Working at Trinity Academy Bradford continues to be a very rewarding experience, embedding our focus on outstanding teaching, meaningful pastoral care and a creative curriculum to ensure that every student will thrive. We work hard to develop curiosity, a love of learning, resilience and kindness in our students. We aim to create the best possible learning environment for our students, providing the educational experience they deserve.”

**Nick Robinson, Executive Principal**

”

Having joined the Trust in 2021, Trinity Academy Bradford (TAB) continues its journey of rapid improvement. At the heart of this improvement are high standards and expectations both of our students and staff, laying the foundation for a positive working environment, conducive to promoting a high-quality teaching and learning provision.

Central to our aims is the development of both our teaching and support staff. CPD plays a crucial role in embedding our tried and tested teaching and learning strategies. Our varied weekly CPD programme draws on expertise from across the Trust, giving staff the opportunity to take part in a range of sessions that focus on improving the education our students receive.

Our quality assurance processes create a culture of support and development. All staff play an active part in this and are regularly encouraged to share good practice across the academy. Our systems go hand in hand with our CPD provision and, where development opportunities are identified, bespoke CPD is put in place.

At TAB, attention to detail, culture and consistency are words that epitomise our belief that with dedication and hard work, our students can achieve and exceed their potential.



- Since joining the Trust, Progress 8 has improved by almost one full grade and is now positive.
- Most improved school in Bradford for Progress since our inception.



Secondary

## Trinity Academy Leeds



- Winner of School of the Year 2022: Social Mobility Award
- One of the most oversubscribed schools in Leeds
- World Class status 2023
- A Bell Foundation hub school
- In partnership with The Chartered College of Teaching


[leeds.trinitymat.org](https://leeds.trinitymat.org)


This really is an exciting time to join our founding team and to help shape our school in the years to come. Please do consider visiting us to see us in action!

**Kat Cafferky, Principal**



Trinity Academy Leeds (TAL) is a brand new, ambitious and supportive school situated on the edge of a vibrant and exciting city. Now open to Year 7, 8 and 9, the school has an impressive reputation locally and further afield and is heavily oversubscribed. TAL is a forward-thinking organisation that supports its staff to be the best that they possibly can be through high quality CPD and opportunities to develop.

TAL is an organisation that looks after and champions its staff, taking the well-being of teachers seriously. Joining TAL at any stage in your career is an exciting move, where you will be part of a community of excellence and part of a strong and dynamic team. Teachers at the start of their career are supported through an impactful and exciting CPD programme and are allocated their own mentor, take part in ECT conferences and are given additional time on their timetables. TAL has a unique coaching programme where all staff receive their own coach and an additional PPA on their timetable each week to meet with them and discuss their pedagogy and goals.

New staff joining TAL will take part in a powerful induction conference at Elland Road and be fully supported by effective line managers and a highly committed and visible SLT. Our Staff team are professional, hardworking, warm and passionate about their subject areas and the knowledge rich curriculum that they continue to shape. We offer an incredible diet for the young people of east Leeds who thrive through academic lessons and through an extensive range of opportunities in the arts and sport.

TAL serves an inner city, diverse and highly motivated cohort of young people who take their education seriously and respect and appreciate their teachers. Recently awarded World Class status, TAL continues to be a trail blazer in every field. We are excited to continue to grow our school and are always on the look out for like minded individuals who are passionate about making a difference where it matter most.



Secondary

# Trinity Academy St Edward's



Trinity Academy St Edward's (TASE) opened its doors to a founding cohort of Year 7 students in September 2021. The academy now has a cohort of 540 students, already proving to be a popular choice in the Barnsley area. The Trust has an excellent track record in transforming student outcomes and creating aspiration within its school communities, and TASE is no exception.

Standards are high. Students benefit from an ambitious and inspirational curriculum underpinned by a strong focus on the STEM subjects of Science, Technology and Maths. They also experience some exciting sessions in Engineering delivered alongside partner organisations. Underpinning the whole curriculum is an emphasis on essential literacy skills. Further to this, all students have access to an extensive, tailored extra-curricular programme.

In 2023 we were awarded with the World Class Schools Quality Mark and also had the honour of being shortlisted for the 'World Class School of the Year 2023' award, an incredible achievement for our growing Barnsley academy. We were also proud to be just one of a handful of academies to receive the GOLD Space Education Quality Mark this past academic year. We strive to provide ambition and aspiration for our students, and we were delighted to be awarded 'Most Innovative Careers Programme' for our outstanding careers work by the South Yorkshire Careers hub.

## A state-of-the-art new building is on the way...

Our brand-new building will open in September 2024. The new purpose-built building is designed to the highest specification using the latest technology and will make our offer even more life changing. Until then, our students benefit from a world-class education at our temporary site at Eastgate. This has been equipped with high-quality facilities too, including a brand new science lab and a design technology suite.



- Awarded the World Class Schools Quality Mark
- Shortlisted for the 'World Class School of the Year 2023'
- Received the GOLD Space Education Quality Mark
- Space Education Quality Mark



I am delighted and bursting with pride to be the Principal of Trinity Academy St Edward's. We offer our local community a broad and balanced curriculum that will set the highest aspirations and deliver outstanding outcomes for all our children. We at Trinity Academy St Edward's are at the start of our exciting journey, working together to shape the futures of our students, ensuring all our children leave with life-changing qualifications and lifelong memories.

**Mark Allen, Principal**



[stedwards.trinitymat.org](https://stedwards.trinitymat.org)

Post-16

## Trinity Sixth Form Academy



### TRINITY SIXTH FORM ACADEMY

- Consistent >98% pass rate since opening in 2019.
- The sixth form college of choice for the most able students of Calderdale and beyond.
- The only sixth form college in the country to move up two Ofsted grades in first inspection (Outstanding in every area).
- One of the fastest-growing sixth form colleges in the country (over 200% growth in student numbers since 2019).

Judged Outstanding by Ofsted in all areas, Trinity Sixth Form Academy (TSFA) is rapidly earning a national reputation for academic and pastoral excellence. With the 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, £20 million+ premises in Halifax town centre, offering a superb working environment and easy access due to excellent transport links. Above all, we're part of one of the country's leading MATs, in which expectations, achievement and job satisfaction are all outstanding. We hope to meet you soon!

#### Trinity Scholars

Work with a sixth form that is sending students to red-brick universities such as Oxford and Cambridge. With our Trinity Scholars programme, our dedicated team work to build the brightest futures for students. Trinity Scholars ensures maximum exposure to a wide range of experiences, research and academia, to facilitate students' equitable entry into either of the two most competitive and elite programmes: Oxbridge and/or medical school.



[sixth.trinitymat.org](http://sixth.trinitymat.org)



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**



Primary

# Trinity Academy Akroydon



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“I have been with Trinity MAT since the very start of my teaching career. I arrived as part of the Teach First programme and am now on the Senior Leadership Team. I'm really grateful to work in a Trust who see the benefit of investing in their people. Valued, developed and empowered staff definitely has a positive impact on the children in the classrooms.”

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The first primary school to join the Trust, Trinity Academy Akroydon (TAA), caters for children from Reception to Year 6. The fabric of the building has undergone significant investment and improvement since joining the Trust, with renovations to every classroom, outdoor learning spaces and even the recent instalment of a state-of-the-art primary Science lab.

The academy was recently described by Ofsted as **“a vibrant, friendly and happy place in which to learn”** where **“pupils’ behaviour is exemplary”** and **“staff are proud to work”**. The academy’s vision: ‘be remarkable, be determined, be proud’ inspires the work of staff to deliver transformative education and opportunities to the pupils.

In October 2023, Ofsted rated the academy as:

**GOOD** quality of education

**OUTSTANDING** behaviour and attitudes

**OUTSTANDING** personal development

**OUTSTANDING** leadership and management

**OUTSTANDING** early years provision

Trinity  
Academy  
Akroydon



In 2023 statutory assessments:

- 100% of pupils passed the Phonics Screening Check by the end of KS1
- 85% of pupils met the expected standard in reading by the end of KS2
- More KS2 pupils than ever before achieved a higher standard in Maths



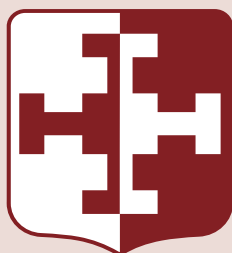


Primary

# Trinity Academy St Chad's



Trinity  
Academy  
St Chad's



- 'Good with Outstanding Features', Ofsted (July 2023)
- 'Good', SIAMS (January 2023)
- Officially 'World Class' (February 2023)
- 'Distinction' Green Flag award holders (July 2023)
- 2023: best results ever!

Trinity Academy St Chad's (TASC) is the second primary school to join the Trinity MAT family of schools. Driven by a strong Christian ethos and vision of 'Proud to be Growing and Succeeding Together', our academy aspires to be a supportive family community that values, supports and makes a positive difference to every child. We are unashamed of the high standards that we set for our pupils; high standards of learning and participation, of presentation and of behaviour. All of our pupils are polite, have impeccable manners and pride themselves in following the Trinity Academy St Chad's Absolutes at all times.

Last academic year was an exciting year for TASC. Not only did we open the doors to a fully renovated and newly resourced academy, we also saw the building of Trinity MAT Earthshot Science Lab – something that we are very proud of.

It was also a year of official, external validation, inviting Ofsted, SIAMS and World Class Schools Quality Mark through our doors.

We are delighted and proud to announce that our school has been awarded an Ofsted Good rating with Outstanding Features. Our glowing report reflects the unwavering dedication and hard work of our pupils, staff and the entire school community. Ofsted recognised the excellent quality of teaching, the remarkable progress made by our pupils and the exceptional support provided to learners of all abilities.

SIAMS praised the academy for the positive, caring culture and feeling that permeates throughout our corridors, highlighting that we are courageous in our decision-making in doing the very best for our pupils.

Finally, receiving the World Class Schools Quality Mark was an exceptional achievement for our young people and marked us as the only World Class primary school in Calderdale – something that we are very proud of. We remain committed to providing an exceptional educational experience and look forward to building on this success in the future.



When I joined Trinity MAT, I was relatively new to teaching, and through opportunities at St Chad's and within the wider MAT, I have been able to successfully develop my teaching practice which has enabled me to professionally progress beyond my initial role."

Teacher





Primary

# Trinity Academy St Peter's

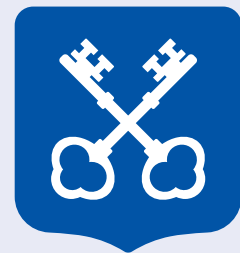


Trinity Academy St Peter's (TASP) joined the Trinity MAT family in September 2020. This primary academy is located in Sowerby village and offers excellent teaching and learning facilities. In line with all our MAT schools, TASP is driven by our core values of Empathy, Honesty, Respect and Responsibility with the same approach to Behaviour for Learning. The vision of TASP is that all children and adults are 'Proud to be Growing and Succeeding Together' and this drives the academy forwards. Empathy, Honesty, Respect and Responsibility with the same approach to Behaviour for Learning.

TASP provides every pupil with an exceptional experience and start to their education, in a nurturing and inspiring environment.

Staff at the academy enjoy the same benefits and CPD provision as at all our MAT schools, with guidance and support from an experienced team. We understand the importance of recruiting and retaining the right talent for every role in our team, to ensure pupils begin their educational journey in the very best setting. If you are someone who is motivated, enthusiastic and committed to delivering an outstanding education, there are great opportunities for you here within our team.

Trinity  
Academy  
St Peter's



- Above national progress in 2023 in reading, writing and Maths
- 'Good' Ofsted School – June 2023



I was excited to apply for the role of Assistant Principal at Trinity Academy St Peter's as I had previously attended various CPD with Trinity MAT and it was clear that all MAT leaders are passionate about ensuring that children access top-quality and bespoke learning. I am proud to say that my first school leadership role is at a Trinity MAT school as I know that I am supported and challenged to be the best leader that I can be.

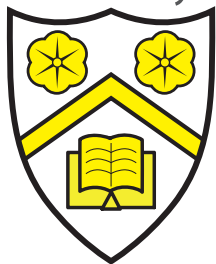
**Assistant Principal**



## Whitehill Community Academy



### Whitehill Community Academy



- Ofsted Good 2020
- Inclusion Quality Mark Flagship Status 2023

The fourth primary academy to join the Trinity MAT family of schools, Whitehill Community Academy (WCA), caters for children from Nursery to Year 6. WCA is located in Illingworth, Halifax and is dedicated to providing its students with the knowledge, skills and experiences they need to succeed in life. At the heart of WCA are three core values: Ready, Respectful and Responsible; these support the academy vision that 'education is the key to unlocking a brighter future'.

WCA is committed to nurturing the academic, social and personal development of every child through excellent teaching and learning facilities in a nurturing, inspiring environment.

As part of the MAT, staff at the academy enjoy the same CPD and provision as all the other MAT schools, with support from a hardworking and supportive team. We understand that we need to attract and retain the best possible staff to ensure every student reaches their potential during these crucial formative years. If you are dedicated, passionate and committed to delivering an exceptional education, we look forward to hearing from you!



At Whitehill we live by our core values of ready, respectful and responsible. These are in the DNA of academy life, weaving their way through everything we do."

**Assistant Principal**



# Trinity MAT Initiatives





Trinity MAT External Initiative

## White Rose Education



By joining us, you'll be part of an amazing team who are changing the face of education on a global scale. We strive for quality in all that we do and offer a range of exciting career opportunities.

**White Rose Education**



White Rose Education is focused on providing high-quality education resources for teachers and students. They provide a structured set of teaching materials, lesson guidance, worksheets and videos that are designed to help educators implement effective teaching in the classroom.

Their resources are written by teachers, for teachers and their vision is to provide a world-class education, for everyone, everywhere. The resources provided cover a wide range of topics across both primary and secondary phases. They also offer professional development for teachers, workshops, and training materials to help educators effectively teach mathematics and science using evidence-based approaches.

### White Rose Maths

White Rose Maths resources help teachers create maths lessons that meet all national curriculum guidelines in a fun, inclusive and age-appropriate way.

These high-quality resources inspire children and give teachers the time to teach. It's no wonder that most primary schools in England now use the free White Rose small-step, mastery-based schemes of learning.

The complete schemes of learning come with lesson ideas, classroom activities, workbooks and videos, all designed to guide learning and create confidence in mathematical ability.

### White Rose Science

Launched in June 2023, White Rose Science takes the highly successful approach pioneered with White Rose Maths and transfers it to the primary science curriculum. It uses a 'small steps' approach to science teaching, and closely follows the national curriculum for science for Years 1 - 6.

The science schemes of learning provide full coverage of the national curriculum for science but don't stop there. They also cover scientific questions around sustainability and the planet, and help children develop an empathy for the local and wider environment.

White Rose Science gives specialist and non-specialist teachers a one-stop solution as they help children develop scientific understanding and grasp scientific ideas. Work is already underway on secondary science resources, which are scheduled for release in September 2024.



Trinity MAT External Initiative

# Trinity Institute of Education



Excellent course delivered by an excellent practitioner who is clearly passionate about helping other educators.

## CPD Delegate

Trinity Institute of Education (TIE) is one of three external initiatives within Trinity MAT. Our purpose is to provide outstanding delivery on all elements of the Department for Education (DfE) Golden Thread including Initial Teacher Training (ITT), Early Career Framework (ECF) and National Professional Qualifications (NPQs). This is for all colleagues within our Trust, as well as our wider partnerships across West and South Yorkshire.

We are immensely proud to have been named an Associate College of the brand-new DfE flagship provider The National Institute of Teaching (NlOT). We are partnered with the NlOT to offer our outstanding ITT provision. Typically, we train around 75 new teachers across both primary and secondary phases. We feel we stand out from other providers due to the immediate 'hands-on' experience we are able to offer trainees in outstanding settings across our partnership. We also offer the full suite of both specialist and leadership NPQs through the NlOT.

Our strategic partnership continues to grow with the Calderdale and Kirklees Teaching School Hub where we take direct responsibility for coordinating the ECF across both geographical areas. Alongside this we also offer our own bespoke CPLD programmes which are all completed at our training hub.

TIE also coordinates a number of school improvement projects every year where we offer specialist support from our extensive list of system leaders. Much of this work is self-commissioned by schools or Trusts, but we also complete projects for the DfE within Local Opportunity Areas.

We would welcome contact from any prospective colleagues who may be interested in enrolling, contributing to or helping to run any of our programmes.



Trinity Institute  
of Education



NATIONAL  
INSTITUTE  
of Teaching



At Trinity Institute of Education, it's not just about goals and deadlines, it's about looking after you and your well-being. They're empathetic to how overwhelming it can be, supportive and inspiring in a non-pressured, demanding way. You get the sense they want you to achieve, it's not just about results, it's about the journey.

Teacher Trainee



Trinity MAT External Initiative

## The West Yorkshire Maths Hub



The West Yorkshire Maths Hub (WYMH) is one of a network of 40 in England, working together within the Maths Hub programme. The programme is funded by the Department for Education (DfE) and coordinated by the National Centre for Excellence in the Teaching of Mathematics (NCETM). The core purpose of the Maths Hub programme is to help schools and colleges lead improvement in Mathematics education in England. They seek to harness all the Maths leadership and expertise within an area, to develop and spread excellent practice, for the benefit of all pupils and students.

Trinity Academy Halifax has been the lead school for WYMH since inception in July 2014, and was selected through a process which identifies schools that demonstrate the credibility, capacity and commitment to lead a Maths Hub. Each Maths Hub is led by one or two lead schools or colleges, but it is in fact a partnership of schools, colleges and other organisations working together to improve Maths education in an area. The lead school identifies strategic partners – people who help plan and evaluate the Hub's work – and operational partners – people who help carry out the Hub's work.

WYMH leadership are all full-time employees of Trinity MAT and have offices based at The Maltings and Trinity Academy Halifax. WYMH leadership work with over 50 Local Leaders of Mathematics (LLME) from across our regions (Calderdale, Leeds and Bradford), including some who are based within the MAT schools. Our LLME have led professional development for teachers and teaching assistants as part of Work Groups, which brings together a group of schools to work on Teaching for Mastery projects over the academic year. Since 2014, 86% of secondary and 91% of primary schools in Calderdale, Leeds and Bradford have taken part in WYMH activity. Over 500 schools and providers within our area have been supported by WYMH, and we estimate over 1,000 teachers and teaching assistants have used our professional development to benefit thousands of pupils and students.

We are proud to have supported the development of Teaching for Mastery across our region, and as we expand our offer in 2024 to include more bespoke support alongside our usual programmes, we would welcome contact from prospective colleagues who are interested in being part of our work.



For a number of years, WYMH has not only transformed the way I teach Mathematics but also supported me to become a leader of Maths.

Curriculum Leader



Trinity MAT Initiative

## Trinity MAT Earthshot



Trinity MAT Earthshot was launched, by our students, to over 700 staff on 28 February 2022. Our planet is in crisis, and our students and staff understand this, so we are standing up, speaking out and committed to making a difference. As we look to the next decade, our Trust has committed to help repair our planet.

Each of our Trinity MAT academies has its own Earthshot Eco-Committee that plans and implements environmental projects in their school, local community and beyond. Each Earthshot Eco-Committee is comprised of driven and passionate students, and is supported by a selected group of Trinity MAT staff members. Each Earthshot Eco-Committee was formed following an interview process to create an inspired team who are dedicated to developing a more sustainable future. Our committees consist of students from Reception to Year 13 and are spread across five local authorities. Members have the opportunity to meet with other Earthshot Eco-Committees from academies across the Trust at our Earthshot Conferences and Annual Earthshot Prize-Giving Event. Students also strive to achieve the Eco-Schools Green Flag accreditation for their academy each year as they demonstrate ways they are helping our world.



Our Earthshot Ambassadors are extremely passionate about creating change and encouraging 'hope' for the future of our planet. It has been inspiring to hear their ideas and Earthshot gives them the tools to have a real positive impact on both the school and the wider community."

**TAL Staff Member**





## Trinity Multi-Academy Trust

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