

Impact Report

2024-2025



Empathy | Honesty | Respect | Responsibility

Welcome

It is with immense pride that I introduce our 2024–25 Impact Report. A reflection on another year of growth, achievement and unwavering commitment to transforming the lives of the young people in our care.

This year has been remarkable in so many ways. Across our family of schools, Ofsted visited once again, affirming the exceptional standards of education we deliver, with inspectors consistently highlighting the dedication of our staff and the ambition of our pupils. A particular milestone was reached at **Trinity Academy Whitehill**, which was judged “Good” with Ofsted and celebrated record SATs outcomes – a powerful testament to the hard work of children, families and colleagues.

Inspectors noted that “Pupils are proud to attend Whitehill Community Academy” and that “Leaders at all levels have high ambitions for the pupils in their care” – praise that reflects both the culture of high expectations and the strong sense of belonging that characterises the school.

Our people remain at the heart of everything we do, and it has been inspiring to see so many Trinity colleagues recognised at a national level, with numerous staff shortlisted for the prestigious **Pearson National Teaching Awards**. Their nominations speak volumes about the talent, commitment, and innovation that underpin our work every single day.

Our teacher training arm, **Trinity Institute of Education (TIE)**, continues to go from strength to strength. This year, we welcomed **86 new trainees**, our largest ever cohort – a record-breaking achievement that highlights our growing reputation as one of the region’s most respected providers of teacher education. Alongside this, our CPD programmes and professional visits attracted wide interest and acclaim, we believe these are an important way for us to support wider school improvement and share best practice.

We also remain committed to ensuring our teaching and learning environments match the ambition of our people. In summer 2025 alone, we invested over **£1.7 million across our estate and academies**, further enhancing facilities and ensuring that both staff and students have access to inspiring, high-quality spaces in which to thrive.

Once again, our commitment to fairness and opportunity has been recognised nationally, as Trinity MAT remains one of the few Trusts in the country to be awarded the **Sutton Trust Fair Schools Admissions Gold Award** – a distinction that demonstrates our determination to serve communities and champion social mobility.

These are just some of the many incredible achievements across the Trust – more of which are captured in the pages of this report. Together, they underscore not only our drive for excellence but also the strength of our shared culture. Whether through Ofsted outcomes, national recognition for our staff, record-breaking teacher training recruitment, or investment in world-class facilities, **Trinity MAT** continues to deliver on its vision: to make a positive difference to the lives of as many young people as possible.

I want to thank every member of our community – staff, pupils, families, governors, and local authorities – for their dedication and belief in what we are building together.

The impact of your work is visible in the successes captured in this report, and I am excited to see where our collective ambition takes us next.



Michael Gosling
CEO,
Trinity Multi-Academy Trust



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Celebrating Staff Excellence Through The Pearson National Teaching Awards

Over the past year, multiple colleagues across Trinity MAT have been honoured in the Pearson National Teaching Awards, recognitions that underscore their exceptional commitment to our pupils, families and wider school communities.



Sue Hall, a long-serving teaching assistant at Trinity Academy Akroydon, received a **Certificate of Excellence** in the **Teaching Assistant of the Year** category.



The **Early Years Team** at Trinity Academy Akroydon also earned a **Certificate of Excellence** for their work in creating a high-impact, nurturing early years environment.



Claire Tetley, Pastoral Officer at Trinity Academy St Peter's was awarded **Highly Commended** in the **"Unsung Hero"** category, for long-standing service and support to pupils and families.



Anishkaa Rajasagaran (Trinity Academy Leeds) was named a **Bronze Winner** in 2025 for **Outstanding New Teacher of the Year**.



Mark Barnabas (Trinity Academy Akroydon) was awarded a **Silver Award, Teacher of the Year - Primary School**, selected from thousands of nominees nationally.



Lisa McIntosh (Trinity Academy Cathedral) was awarded a **Silver Award** in the **Unsung Hero of the Year** category. She has served in multiple roles since joining the school in 2003 and is widely praised for her compassion, humility, and "tireless commitment."

Proud to Be A Church of England Trust

As a Church of England Multi-Academy Trust, Trinity MAT is proud to uphold our values of empathy, honesty, respect and responsibility, while remaining open and welcoming to schools of all faiths and none.

Our close partnership with the Diocese strengthens our work, enabling shared learning, guidance and support across all our academies. Through collaborative initiatives and joint working, we ensure that every school benefits from the rich expertise, pastoral care and moral vision that underpin our Trust.

Trinity MAT's Church of England foundation is a living, collaborative commitment that nurtures character, community and spiritual development across every academy.



“

As a Church of England Multi-Academy Trust, Trinity MAT is proud to uphold our values of empathy, honesty, respect and responsibility, while remaining open and welcoming to schools of all faiths and none.

”

Trinity Academy Whitehill: Continuing to Excel



Since joining Trinity MAT in January 2024, Trinity Academy Whitehill has gone from strength to strength.

The school was once again recognised with a **'Good' rating by Ofsted**, reflecting the outstanding dedication of our staff and the achievements of our pupils. Alongside this, our pupils delivered **record-breaking SATs results**, demonstrating the strength of teaching and the culture of high expectations that runs through the school.



The school has also introduced exciting developments since joining the Trust, including a new **Alternative Provision, Evergreen**, the expansion of its **Nursery offer**, and the recent addition of **ducks**, which pupils, parents and staff have quickly fallen in love with. Inspectors highlighted that, **"Pupils are proud to attend Whitehill Community Academy (now known as Trinity Academy Whitehill),"** and that **"Leaders at all levels have high ambitions for the pupils in their care."**

These achievements reflect the ethos of Whitehill: a school where **every child is supported to thrive academically, socially and personally**, and where innovation and care go hand in hand.



“**Inspectors highlighted that, “Pupils are proud to attend Whitehill Community Academy (now known as Trinity Academy Whitehill),” and that “Leaders at all levels have high ambitions for the pupils in their care.”**”

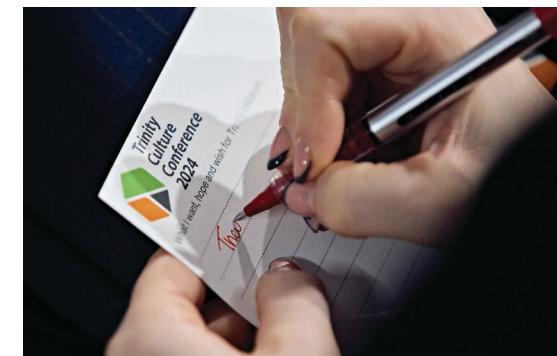


INSET Day Model

Another successful year of our refreshed INSET day model, with 187 teaching days and 8 dedicated INSET days.

Now in its second cycle, this approach has allowed us to create the space and structure for meaningful collaboration across the Trust. By shaping the academic year around shared **professional learning**, we are ensuring that staff development is not an afterthought, but a central pillar of our school improvement strategy.

The model has already demonstrated **real impact**. Teaching and support staff alike have benefited from the additional time to share the best practices, reflect together and build consistency across our schools.



At its heart, this model is about **culture**. It reflects our belief that we are **stronger together**, and that investing in our people is the most powerful way to secure better outcomes for our students. Our staff remain our greatest asset, and by aligning our operational rhythm around professional growth, we are building a **Trust-wide** environment where collaboration thrives, and excellence is shared.





Trinity Scholars: Trinity Sixth Form Academy

The Trinity Scholars programme continues to grow from strength to strength, with 2025 marking another year of exceptional achievements.

Our **Scholars** have demonstrated remarkable dedication and academic excellence, securing places at some of the UK's most prestigious universities.

While we celebrate these successes, we recognise that this is just the beginning, by continuing to extend the reach of the **Scholars** programme, we aim to foster a culture of high aspiration and academic excellence throughout all our schools.

Toby Currie



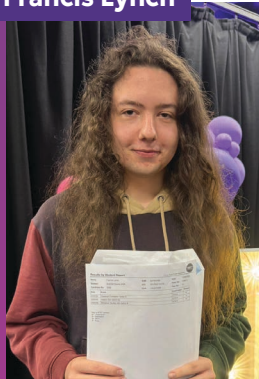
Grades
A*, A*, A, A
Studied At
Trinity Academy Halifax
Attending
University of Liverpool
Studying
Dentistry

Khadijah Butt



Grades
A, B, B
Studied At
Trinity Academy Grammar
Attending
University of Leeds
Studying
Dentistry

Francis Lynch



Grades
A*, A*, A
Studied At
All Saints RC High School
Attending
University of Oxford
Studying
Classics

Summer Hayman



Grades
A*, A, B
Studied At
Trinity Academy Halifax
Attending
University of Oxford
Studying
Experimental Psychology

“Our Scholars have demonstrated remarkable dedication and academic excellence, securing places at some of the **UK's most prestigious universities.**”

Trust Initiatives



IGNITE: Sparking Curiosity and Creativity

This year, Trinity MAT proudly launched **IGNITE**, an exciting new initiative designed to inspire our primary pupils through hands-on exploration and creative learning.

Every year, pupils from all our Trinity MAT primaries have a unique opportunity to take part in our outstanding IGNITE workshops.

These include **Top Chefs**, **Computing Wizards**, **Engineering Experts**, **Writing Professionals**, **Science Specialists** and **Maths Masterminds** – exceptional experiences for our young people!



Sports Champions



Top Chefs



Science Specialists



Pupils have loved the chance to be curious, take part in challenges, and work alongside older students and specialist staff in a supportive, fun environment.

IGNITE has quickly become a highlight of the school year, encouraging confidence, creativity, and a lifelong excitement for learning, while giving every child a glimpse of the many ways they can explore, imagine and achieve within the Trinity community.



Engineering Experts

TRINITY MAT EARTHSHOT



Across our academies, environmental awareness and action have continued to flourish. With dedicated student eco-committees driving change, every academy has made meaningful progress towards a more sustainable future.

From planting wildflower meadows and installing animal habitats to leading community-wide sustainability projects, our young people are ensuring that environmental responsibility remains at the heart of Trinity MAT life.



This year, our commitment to sustainability was recognised nationally as Trinity MAT was named '**Green Trust of the Year**' by the Multi-Academy Trust Association (MATA) - a prestigious accolade celebrating our collective impact and leadership in environmental education. Many of our schools also renewed or achieved new **Eco-Schools accreditations**, further evidencing the consistency and depth of our green initiatives, of which our pupils work hard towards.

The **2024 Earthshot Conference**, hosted at **Trinity Academy Grammar**, brought the year to a memorable close. With a captivating marine theme, the event combined creativity and education in equal measure. Performances from CAPA Junior students at **Trinity Academy Cathedral** highlighted the urgency of ocean conservation, while primary pupils took part in interactive workshops exploring the protective power of marine ecosystems.

Following an inspiring and hard-fought competition in which every pupil shone, three remarkable projects were celebrated as this year's winners:

- **Third place (£5,000): Trinity Academy Halifax**, for expanding their greenhouse facilities and developing green learning spaces.
- **Second place (£10,000): Trinity Academy Akroydon**, for creating a butterfly sanctuary in Boothtown and restoring their pond as a hub for student learning.
- **First place (£15,000): Trinity Academy St Peter's**, for their visionary Eden Project-inspired garden, bringing together diverse biomes and wildlife while providing local nursery children with a unique natural learning environment.



The creativity, passion, and leadership shown by students across the Trust continue to inspire us all. As we celebrate national recognition through our **Green Trust of the Year** award, the message from Trinity MAT's eco-committees is clear - **a greener, more sustainable future is not only possible, but already taking root across our schools.**

EARTHSHOT In Numbers:

1 School waste is reused or recycled

All our schools remain zero to landfill. This year we've recycled an impressive **275 tonnes of waste!**

From food to batteries, we recycle it all — and our **Bags for Schools** initiative continues to give uniforms and clothing a second life through charity.

2 Remove all single-use plastics

We've eliminated **single-use plastics** from our canteens — no more plastic bottles or disposable cutlery.

That's **3 million** single-use items avoided every year, helping us protect the planet one meal at a time.

3 Incentivise staff to use electric vehicles

We've now installed **88 electric vehicle charge points** across our sites — that's **over 6 chargers per location** on average. This makes it easier than ever for staff and visitors to make the switch to electric.

We also continue to promote our **Cycle to Work** scheme, with secure cycle storage available at many of our locations.

4 Decrease the number of meat dishes

Over the course of the year, we've served **145,000 vegetarian meals**, supporting healthier choices and reducing our environmental impact one plate at a time.

5 Achieve Green Flag Accreditation

Many of our schools have renewed and gained new **Eco-Schools accreditations**, thanks to the hard work of our staff and pupils. We continue to strive towards achieving the **Eco-Schools Green Flag**.

Green Trust of the Year Award

We're incredibly proud to celebrate that we won the MATA Green Trust of the Year Award!

Trinity Multi-Academy Trust was honoured with the 'Green Trust of the Year' award by the Multi-Academy Trust Association (MATA), recognising our sector-leading commitment to environmental education and sustainability.

This prestigious accolade celebrates the collective effort of our students, staff, and communities in making meaningful, lasting change. From eco-committees leading sustainability projects in every academy to the continued success of our **Earthshot** initiative, our shared vision for a greener future has taken root across the **Trust**.

The award reflects not only our dedication to protecting the planet, but also the creativity, passion, and leadership of the young people driving our environmental mission forward.



The Sutton Trust Fair Schools Admissions Award

We were awarded the prestigious Fair Schools Admissions Gold Award from The Sutton Trust for a second consecutive year, a distinction few schools or trusts across the country have achieved.



The awarding period takes us and our work through to the end of the 2025-26 academic year.

This accolade is far more than a certificate – it celebrates the exceptional efforts we make to ensure that **all children, regardless of socio-economic background, have access to a high-quality education**. Our approach guarantees that local children are given the fairest possible access to education, levelling the playing field and offering equal opportunities for every child to thrive.

The Sutton Trust, renowned for championing social mobility through research, policy, and practical programmes, has acknowledged that our work is truly pioneering. Receiving this award two years in a row is a testament to the dedication of our staff, the trust we place in one another, and our unwavering belief that **every child deserves the chance to succeed**.

Being among the very few trusts nationally to achieve this, let alone, back-to-back, is a tremendous honour and reinforces the importance of our daily mission: **changing lives through education**.



CPD & Professional Visits

Our redesigned professional visits programme demonstrates our ongoing commitment to sharing excellence and supporting school improvement across the sector.

Now more streamlined and coordinated, these opportunities are open to both internal colleagues and external guests, covering the full age range from 3 to 18. With a comprehensive schedule of **over 20 visits** outlined for the next academic year, participants can explore a wide range of areas, gaining practical insights that can be applied directly to their own settings.

Sessions cover a wide range of areas, from **SEND Support** and **curriculum development** to **professional standards** and **early years education**, alongside other key aspects of teaching, learning, and leadership. The breadth of content ensures that every visit delivers practical insights, meaningful professional growth, while careful coordination ensures each session is highly organised, focused and impactful.



Our professional visits remain free of charge, reflecting our ethos of “professional generosity,” with only the expectation of fostering a strong, collaborative network.

Whether attending from within **Trinity MAT** or an external trust, participants experience structured, high-quality sessions that share the best practices and inspire continuous improvement across education.

Delivering High-Quality SEND Provision

Hosted by:
Trinity Academy St Edward's

NOV 24

Delivering High – Quality SEND Provision

24 November, 2025, 8:30 am - 12:30 pm

Ideal for educators seeking innovative, sustainable approaches to SEND that are rooted in quality first teaching.

Book now

Literacy & EAL
Language As The Gateway To Learning

Hosted by:
Trinity Academy Grammar

NOV 27

Literacy & EAL – Language as the Gateway to Learning

27 November, 2025, 8:30 am - 3:15 pm

Offering a deep dive into our bespoke, research-informed approach to literacy and EAL. Ideal for literacy leads and EAL coordinators.

Book now

Reducing Suspension & Improving Attendance

Hosted by:
Trinity Academy Bradford

DEC 5

Reducing Suspensions & Improving Attendance

5 December, 2025, 9:00 am - 2:00 pm

The session will explore the successful strategies for reducing suspensions, boosting attendance and offering practical ideas.

Book now

Re-Writing the Narrative
Our Transformational Journey

Trinity MAT

Literacy For All
Raising Reading Standards

Trinity MAT

The Trinity Leadership Insights

The Trinity Leadership Insights programme, led by our own experienced leaders, continues to be a cornerstone of our leadership development offering.

It combines **practical expertise with actionable insights**, empowering participants to excel in leadership roles.

This year, our **CPD** provision has grown from strength to strength, attracting both internal colleagues and external participants, and providing even richer opportunities for professional growth across our schools.

Building on this success, we have launched three new courses: the **Leadership Insights Programme**, the **Insights Team Effectiveness Programme**, and the **Pastoral Leadership Programme**, each offering authentic perspectives on leadership and collaboration.

Together, these programmes are helping to shape confident, reflective leaders who drive positive change, strengthen school communities, and deliver tangible improvements for students.

“This programme has provided a valuable opportunity to explore a wide range of leadership areas through open, honest and reflective conversations.”

- Stevie Howl, Phase 3 Leader

Professional Visits:

28 visits
112 visitors
38 organisations

20 CPD & Professional Visits

The Trinity Leadership Insights 21

The Turing Scheme

In previous years, our **Turing Scheme** programme provided 160 students with unforgettable global learning experiences.

160 students explored the historical and cultural landmarks of Rome, including the Coliseum and the Vatican, while **40 students** visited New York City to see iconic sites such as the Statue of Liberty, Times Square, and the Rockefeller building.

These trips not only offered cultural enrichment but also brought together students from different academies and backgrounds across the Trust, helping them develop social skills, collaborate, and form lasting friendships. Thanks to **£150,000** secured from the **Turing Scheme**, these opportunities were made accessible at minimal cost to families.



Building on this success, in 2025 a further **£40,000** has been awarded to the Trust to provide a unique opportunity for students to visit Iceland. This exciting trip will allow students to explore the country's extraordinary landscape, geography, and geology, consider our **Earthshot** pledge, and witness first-hand a climate that plays such an important role in the European ecosystem. Highlights will include experiencing the Northern Lights, exploring glaciers, and discovering the vibrant city of Reykjavik.

These experiences continue to bring students together across the Trust, fostering collaboration, curiosity, and shared learning. We plan to develop further opportunities under the **Turing Scheme**, ensuring that more young people can benefit from these life-changing experiences.



TURING

SCHEME

The UK's global programme to study and work abroad

“160 students got the chance to experience unforgettable global cultural learning.”

TIE Grows Year on Year Again



It has been another highly successful year at the Trinity Institute of Education.

As an established Associate College of the National Institute of Teaching (NIOT), we are proud to work in partnership with the Calderdale and Kirklees Teaching School Hub (CKTSH) and the Yorkshire Rose Teaching Partnership (YRTP) to deliver our teacher training programmes.

Once again, Trinity Institute of Education achieved an excellent recruitment cycle for Initial Teacher Training (ITT), with 86 trainees now enrolled across both primary and secondary phases. We are particularly proud of the strength of our cohort, which stands out among local ITT providers, especially in the context of the ongoing recruitment challenges within the sector.

Our growing reputation for excellence in teacher education has also attracted a rising number of schools seeking to work with us as partners. This expanding network strengthens the quality and diversity of experiences we can offer our trainees and further enhances our regional impact. Building on this momentum, we are delighted to announce that, alongside our established Halifax Hub, we will be opening a new Leeds Hub for September 2026.



Last year, many of our trainees secured employment early in the academic year, and our current cohort has already made a promising start to their training journey. We are deeply grateful to colleagues across the Trinity Multi-Academy Trust for their continued support in providing placements, mentoring, and subject knowledge sessions, all of which significantly enrich our ITT provision. Schools within our Trust have also opened their doors to deliver specialist training, giving our trainees the invaluable opportunity to learn from outstanding practitioners and develop the skills needed to become exceptional teachers.



In addition to our ITT programmes, we have continued to deliver the NIOT National Professional Qualifications (NPQs) and are now embedding the Early Career Framework (ECF) through NIOT, under the leadership of our new NPQ and ECF lead, Melissa Shepherd.



Trinity Institute of Education In Numbers:

86 trainees
enrolled

1 new hub
in Leeds

Another Exciting Year For White Rose Education



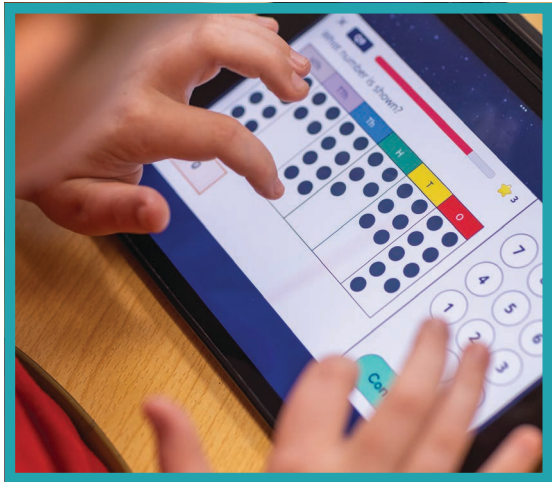
November saw **White Rose** support BBC Children in Need in with specially created resources for schools, meaning their much-loved **Barvember** campaign became **DecemBAR** for the first time! They kicked off 2025 with an exciting addition to **White Rose Infinity**, their popular digital quiz generator. The release of **White Rose Infinity** gave schools the ability to track student data for the first time, opening up a wealth of new benefits for teachers and pupils. Since its launch, **White Rose Infinity** has seen an incredible 15,426,991 questions answered and 2,315,928 quizzes taken across 1,045 schools.

In February the team welcomed hundreds of teachers to **Mastering Misconceptions**, a 12-hour online event designed to address the most common myths and misconceptions in teaching. At the same time, recruitment kicked off for the upcoming **Reception Jigsaw** trial, in partnership with **The EEF** and **NFER**. Following the success of a previous trial, the programme has now expanded nationwide and aims to improve the quality of mathematics teaching and outcomes in **Reception** classes. **Thank you to each and every colleague across our family for your hard work and dedication.**



In May **White Rose** was awarded the **King's Award for Enterprise in International Trade**, recognising outstanding growth and global impact in education. The honour is one of the highest accolades for UK businesses, celebrating exceptional achievement in international trade, innovation, sustainable development and promoting opportunity through social mobility.

As the end of the school year approached, **White Rose** released brand-new secondary science schemes and resources, along with new version 3 secondary maths resources. Designed to work together and transform how students learn across both subjects, we can't wait to hear how teachers and students are using them over the coming months.



White Rose Education In Numbers:

5,426,991
questions answered

2,315,928
quizzes taken

1,045
schools with **White Rose INFINITY**

West Yorkshire Maths Hub



West Yorkshire Maths Hub (WYMH) is one of 40 national Maths Hubs. WYMH is proud to represent our flagship secondary school Trinity Academy Halifax as the lead school supporting the development of maths teaching locally in Calderdale, Leeds and Bradford while supporting and influencing the national Teaching for Mastery (TfM) programmes as run by the NCETM.

2024-25 is the 11th year of the **Maths Hub** programme in which now over 4,000 participants have completed one of our Work Groups or been part of a community. 92% of schools in the region have accessed our free professional development offer and this includes 96% of DfE priority schools. By phase, this represents 97% of primary schools and 89% of secondary schools.



It is pleasing that our model for the **Primary Teaching for Mastery** programme, which gave schools opportunity to pick a focus area to collaborate on with neighbouring schools, has been adopted by the **NCETM** as a model for all **Maths Hubs** to use in 2025-26. 270 of our primary schools benefited from the model in 24-25 and the vast majority our continuing with the option to choose a new focus.

The **Local Leaders of Maths Education (LLME)** that run our projects within the schools and colleges we work alongside, are across 44 partner schools and colleges. In total 63% of our schools were represented in the



one of our projects. 100% of LLME surveyed valued the professional development they received from **WYMH** and of the participants surveyed 99.6% of respondents said they would recommend to others.

As we look forward to 2025-26, we are looking forward to working with 11 new Secondary Mastery Specialists as part of the new **NCETM Secondary** programme which will see 400 schools taking part nationally. We will also be working with the **AMSP** supporting priority secondary schools and their teachers with a new **Higher GCSE Work Group**. This will also support the students in these schools. Currently compared with their peers, a far lower proportion of students from disadvantaged backgrounds who do well in maths at KS2 go on to secure grades 7-9 at GCSE.



We will also look forward to seeing the results of independent national evaluation, funded by the **Education Endowment Foundation (EEF)**, of the **Specialist Knowledge for Teaching Mathematics (SKTM) Programme for Secondary Non-specialist Teachers**, and the **Mastering Number** at Reception and KS1 Programme.

West Yorkshire Maths Hub In Numbers:



11 years of Maths Hubs

87.2% of 611 schools taken part in work groups

3,000+ primary colleagues

65% DfE target hit for number of secondary schools

Transformational Projects

The summer of 2025 saw a £1.7m investment across our estate, delivering a wide range of transformational projects that directly enhance the teaching and learning environment.

From **new science gardens, libraries, and refurbished classrooms** to **improved sports facilities, dining areas, and wellbeing spaces**, every project has been carefully designed to enrich the daily experience of our students and staff.

We believe that these improvements not only create safer, more modern, and inspiring environments, but also **strengthen our commitment to ensuring that every learner can thrive.**

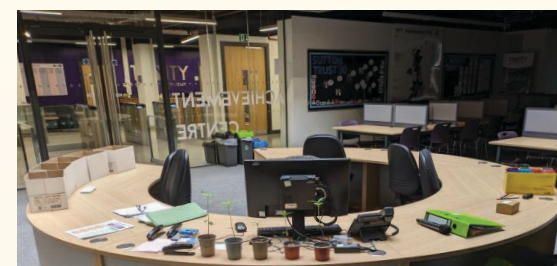
A Selection of the Wide-Ranging Transformational Projects Across Our Estate



New floor surfaces in the dining room hall and main hall at **Trinity Academy St Peter's.**



A new Science Garden with pathway and steps from the Science Lab at **Trinity Academy St Peter's.**



Conversion of Changing Room to a Classroom and Achievement Centre Furniture at **Trinity Sixth Form Academy.**



Science Lab Timber Treatment at **Trinity Academy St Chad's.**



Repurposing of kitchen with new furniture at **Trinity Academy Whitehill.**



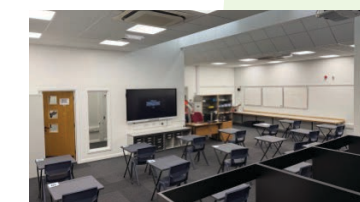
A Proposed External Library at **Trinity Academy St Chad's.**



Corridor improvements and classroom redecorations including a new library at **Trinity Academy Whitehill.**



Resurfacing of sports pitches at **Trinity Academy Cathedral.**



Developing Inclusion and Wellbeing at **Trinity Academy Grammar.**



Menu Box (Snack Shack). Storeroom for Exam Desks/Chairs. Storeroom for PE (opening onto pitch). External Canopies at **Trinity Academy Leeds.**



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Making a positive difference to the lives of as many young people as possible.

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Empathy | Honesty | Respect | Responsibility

