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JOB APPLICATION PACK 2025-2026

Head of Science

Mr David Lucas - Executive Headteacher

PRIMARY PHASE

Leahurst Road, London SE13 5HZ Tel: 0208 325 4551

SECONDARY PHASE

Taunton Road, Lee, London SE12 8PD Tel: 0208 852 3191

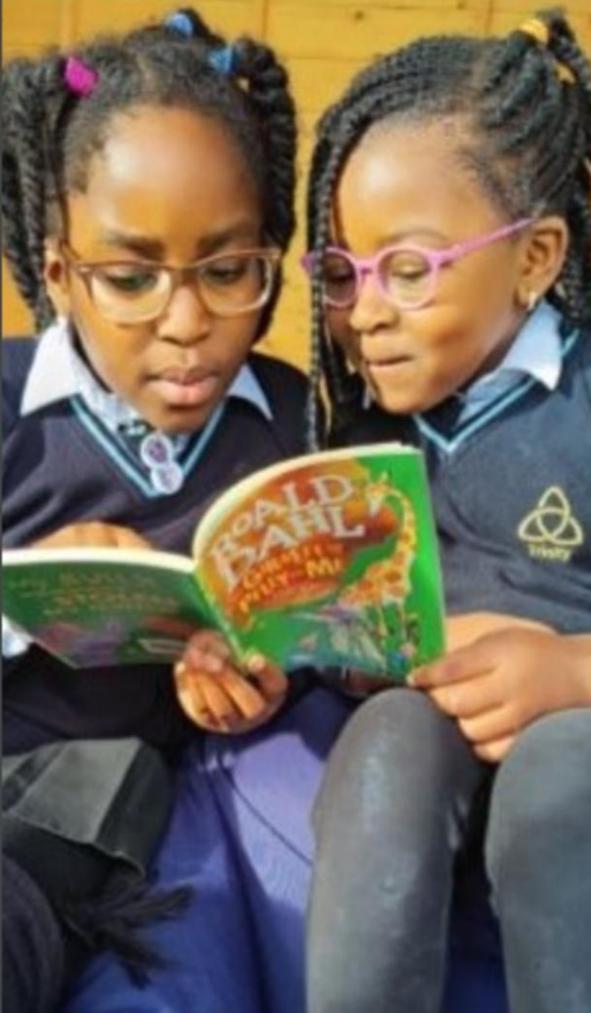
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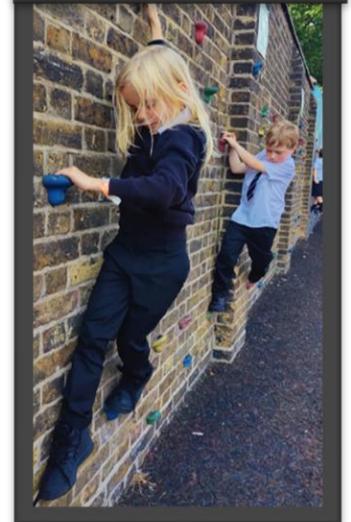
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the
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About Trinity Church of England School

Welcome to Trinity CofE school.

Thank you for your enquiry about the post of a Head of Science at Trinity CofE School Lewisham. I hope this pack gives you all the information you need at this stage, and that we can look forward to your application. If you require any additional information or have any questions, please do not hesitate to contact us straight away.

Trinity, an all-through school, is a thriving community, where our staff and pupils are enthusiastic, conscientious, talented and caring. We take appointing new staff very seriously and seek other professionals who are committed to young people and supporting Trinity to continue to move forward. **We are very proud of our school and are seeking like-minded people to join us with our vision and ethos of enabling all pupils succeed in a happy and caring environment.** The successful candidate will help support our **inclusive vision in providing the very best education for all children and help us to achieve the next level of success.**

Trinity is one school on two sites: are a two-form entry Primary School on Leahurst Road, London, SE13 5HZ; and a four-form entry Secondary School on Taunton Road, Lee, London SE12 8PD. Just a short walk between them.

The Primary Phase is in a renovated Victorian building that has a vast amount of space and facilities. We have a dedicated music room, food technology room and a large computer room alongside our library. We have 2 indoor spaces to use for PE / Whole School Worship and other events. We are lucky to have a large outdoor space as well.

The Secondary Site is a modern purpose-built building that has all the latest facilities. The building has a sense of space for all the school community. The Primary and Secondary Phase operate as one school to enable all pupils to gain the benefits from the through school ethos.



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Science and Computer Science at Trinity

Science at Trinity Join Our Outstanding Science Department at Trinity. Are you passionate about Science and eager to make a real difference? Trinity's Science department is an exciting, vibrant place to work, where innovation and collaboration are at the heart of everything we do. Our established team of dedicated professionals is committed to unlocking every pupil's potential with engaging, personalised learning and a genuinely positive approach to Science.

At Trinity, we offer both Triple Science and Combined Science qualifications (AQA specification), giving our students the opportunity to excel and discover their strengths. Our department encourages creativity, curiosity and a love of problem solving, whilst fostering independence, teamwork and the sharing of ideas.

We are seeking an inspirational and dedicated Science Leader to join us in September 2026. You will lead the curriculum, assessment, and quality of teaching across this amazing team. You will be responsible for inspiring pupils with your enthusiasm and ensuring outstanding progress for every learner. You'll find a supportive and thriving department ready to welcome you.

We're looking for someone who will:

- Lead Science at Trinity Secondary Phase to ensure the teachers and pupils are living life to the full - where all lessons are of a high quality that engage all learners
- Lead Science so that it is the highest performing team across the school and across London
- Be committed to continual improvement and excellence in teaching and learning
- Embody ambition and resilience to help every pupil achieve their best
- Show creativity, reflectiveness and a willingness to innovate in the classroom
- Contribute to the collaborative ethos that makes Trinity truly unique

If you are enthusiastic about Science and keen to be the leader of a fantastic, forward-thinking team, we would love to hear from you. Come and help us inspire the next generation of scientists!

Come and join our amazing school.

Kind Regards,

David Lucas

Head

Trinity CofE School Lewisham

Secondary Phase

www.trinitylewisham.org.uk

Taunton Road, Lee, London, SE12 8PD

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Transition, Curriculum and Assessment is shared across the phases, as well as Staff Expertise. Students from both phases benefit from being part of a through school as well as our staff. Despite separate buildings our pupils share a set of distinctive characteristics which make them true Trinitarians.

We have a strong Character Education that ties us together from early years through to Year 11. From the start of their academic career our young people are skilled, nurtured and supported through a family structure.

We have a strong Christian community, in which children and adults can flourish. A community where pupils fulfil their potential and achieve the very best educational outcomes, enabling them to make good life choices, to uphold British Values, and to take their place as citizens of the wider world.

Our ethos says:

- We are a Learning Community
- We are a Loving family
- We are Living good lives

To find out more about our school please do visit our website, www.trinitylewisham.org, where you can look at the all-through school elements or the distinctiveness of each of the two phases.

The specific Job Description and Person Specification give the details for the job, and highlight what we are looking for through this selection process. This booklet also provides you with our strategic plans which outlines our vision, ethos, distinctive characteristics and our priority work streams to help us develop towards outstanding. If you are interested please do complete the application form. The details of the deadline can be found in the job advert attached at the back of this pack, as well as on our website.

We look forward to welcoming you to our family.

Thank you,



David Lucas - BSc (hons) MA NPQH,
Executive Headteacher



Janet Hills – Chair of
Governors



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The Interview Process

The best way to find out about the school is to visit and have a guided tour of the site.

- The deadline for applications will be at 12:00 15/04/2026.
- Please email our Admin and HR manager at u.ezirim@trinity.lewisham.sch.uk.
- In the personal statement please give your reasons for applying for this post and say why you believe you are suitable for the position.
- Study the job description and person specification and describe any experience and skills you have gained in other jobs or similar environments which demonstrate your ability and aptitude to undertake the duties of the post. Continue on a separate sheet if necessary.
- Our governors are keen to ensure our staff team are representative of our schools diverse community and therefore welcome applicants from people from the BAME community.

The selection panel will shortlist from the application forms and candidates will be informed soon after. If you have not heard from us by within 3 days after shortlisting date, 2026-04-15, please assume that you have been unsuccessful on this occasion, and we do welcome future applications from you.

The Interview date is Monday, 20 April 2026.

Each task will be scored and those with the highest score will be offered the post. We will inform you at interview of when candidates will be informed of the outcome and some feedback will be given at this time.

Interviews are a two-way process, please ask as many questions as possible and make sure you feel like this is the school for you.



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Job Description: Head of Science

Title	Head of Science
Salary	L10 (Spot Salary)
Type of Post	Full Time / Permanent
Line Manager	Member of Senior Leadership Team

PROFESSIONAL STANDARDS FOR TEACHERS

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

Purpose

- Actively contribute to the school's achievement culture
- **Share direct accountability for making the school outstanding in every area**
- Lead learning by being outstanding models of learners and teachers
- Share our common vision, values and ethos
- Play an active part in the life of the school and its community leading and supporting staff and pupils and representing the school at public events
- To ensure that attainment and progress of all pupils in all year groups within the department are outstanding – with attainment 8 above 5 and a positive progress 8 across the Tripple and Combined qualification. The aspirational target is to get a progress 8 of +1 or higher.
- To work with the school to develop bespoke CPD / training for the entire Science teaching team.
- To hold those you line lead accountable for their practice and to secure results across the whole team.
- To lead on STEM across the school.

MAIN DUTIES

1 Curriculum

- To liaise with fellow middle leaders & the school senior leadership to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the School Improvement Plan/School Evaluation.
- To run a successful assessment cycle across the department to ensure we are able to inform our teaching practice to improve outcomes by pupils.
- To deliver the KS3 Science curriculum in accordance with the National Curriculum and the GCSE Combined Science & Biology, Chemistry and Physics for all pupils in accordance to the exam board specification.
- To evaluate and develop the Science curriculum for all pupils to ensure it is highly aspirational, knowledge rich and using the latest research-led practice available.



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- To search out opportunities to stretch and challenge the more able. We need to push to gain more grade 7-9's and ensure the curriculum lower down the school facilitates this.
- To work with the primary Science lead to ensure there is consistency across the through school. There are many learning opportunities from the primary phase as well as opportunities to support. Does our curriculum stretch from year 6 – so transition has our year 7 pupils running from the first week they are at Trinity.
- To set up and be responsible & accountable for the explicit delivery of STEM across the curriculum which includes a whole school initiative / clubs / explicit activities throughout the year.
- To be responsible & accountable for the outcomes throughout the year of the Science team, and to use this data to ensure the team are adapting their practice appropriately to ensure all barriers to progress are removed.
- To line manage the science technicians work, health and safety qualifications and develop strategies where they can support targeted revision for the whole team.
- To innovate and encourage innovation in curriculum and pedagogy, supported by the Leadership Group to ensure all pupils are stretched and challenged.
- To keep up to date with and respond to national developments in the subject area and teaching practice and methodology.

2 Trinity System

- To carry out all duties and responsibilities in accordance with school policies, procedures and statutory health and safety requirements
- To be accountable for the training and monitoring of the science team in terms of health and safety compliance across all areas required.
- To be familiar with the School's Safeguarding Policy and to report concerns to the designated Child Protection Officer.
- To ensure the Behaviour Management system is implemented in the curriculum area so that effective learning can take place. As Head of a team to ensure the whole team are taking accountability for behaviour in the corridors around science as well as within the lesson.
- To monitor and support the overall progress and development of pupils within the curriculum area.
- To act as a Family Group Leader (Tutor) and to carry out the duties associated with that role as outlined in the generic job description.
- To contribute to PSHEE, citizenship, enterprise, British Values, SMSC and other cross-curricular issues according to school policy
- To work alongside other middle leaders to raise attainment across Trinity. Specifically looking at the numbers getting 4+, 5+ and 7+ is significantly above the national average.
- To run interventions, including walking-talking mocks, to continue to secure results within the top 20% of the country. This includes Easter and May half term.

3 Teaching

To secure your own teaching practice and to be accountable for all members across science in terms of:



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- planning and delivering lessons, as set out by the teacher standards, to enable pupils to reach their aspirational school target
- Assessing the development, progress and attainment of pupils continuously.
- Using assessment information to plan, prepare and deliver lessons and courses which meet pupil needs in terms of challenge, relevance, continuity and progression.
- Adapting work in advance of lessons and during the lesson to ensure all are making progress within each lesson.
- Providing pupils with constructive feedback on their progress, achievement and attainment to enable them to improve over time.
- Reporting regularly on pupils' progress and attainment to parents, pupils and other staff
- Ensuring high quality display is used to support and inspire learning and celebrate achievement within the department and in the Science Corridor.
- Evaluating teaching and striving to maintain and improve its quality over time
- Planning, setting and marking homework that will further develop pupil's knowledge, understanding of skills and to support their progress towards their targets.
- To be a role model to other members of the curriculum area modelling excellent practice.

4 Other specific duties

- To play a full part in the life of the school community, to support its Christian mission, ethos and policies and to encourage and ensure staff and students follow this example.
- To continue personal professional development as agreed.
- To engage actively in the performance review process with the Science department – focusing on pupil progress.
- To comply with the school's Health and Safety policy and undertake risk assessments as appropriate.
- To undertake any other duty as specified by the current School Teachers' Pay and Conditions Document not mentioned in the above.
- To review and develop the Science department handbook, departmental Self Evaluation Form, SOW and Departmental Improvement Plan.
- Contribute to Duty Rotas as assigned.
- To run the departments QA cycle to ensure the team are a self-improving body within the school
- To keep on top of current literature relevant to the post – to ensure we are giving our pupils the best chances possible.
- To lead on STEM across the curriculum. To help each department to build their own STEM activities / resources.
- To develop the literacy, oracy and written work of pupils in their science lessons to ensure they have maximum success at the exams.
- Any duty assigned by the Executive Headteacher which is commensurate with the role.
- To undertake first aid training

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description



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Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

As part of the extended leadership team you will be expected to attend some SLT meetings throughout the year as well as undertake duties and responsibilities commensurate with a leadership role.

This job description is current at the date shown, but, in consultation with you, may be changed by the Executive Head Teacher to reflect or anticipate changes in the job commensurate with the grade and job title.

Trinity School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment



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Person Specification: Head of Science

Title: Head of Science

Grade: L10

Reports to: Deputy Headteacher

The successful candidate will have proven leadership qualities, vision, energy and a commitment to continue raising standards. Candidates will need to demonstrate: financial and staff management, successful experience of teaching in all abilities and the ability to build constructive partnerships with parents, governors, and the local community.

	Essential	Desirable
Qualifications		
1. Qualified teacher status	✓	
2. Demonstrable records of continuous professional development (CPD)	✓	
3. NPQML / NPQSL / other leadership qualifications e.g. MA / MBA OR a willingness to undertake an NPQ qualification.		✓
Experience, knowledge and skills		
4. Evidence of being an outstanding secondary classroom practitioner within a multicultural school	✓	
5. Successful leadership experience in a secondary school	✓	
6. A clear understanding of the power of AFL and how this can increase outcomes significantly.	✓	
7. Experience, knowledge and skills to develop a high performing culture in all aspects of school activity, including academic outcomes, the quality of pastoral care for everyone and professional skills amongst staff	✓	
8. An understanding of educational issues and challenges	✓	
9. Demonstrate the skills to use Information Communication Technology (ICT) effectively as a tool for management and educational purposes.		✓
Personal qualities		
10. Be resilient, hardworking, extremely self-motivated and action orientated.	✓	
11. Be Equity driven, acknowledging that we do not all start from the same place and consequently adjust imbalances.	✓	
12. Be able to uphold and promote the Church of England character, ethos and worship of the school.	✓	
13. Be inspirational and model outstanding leadership behaviours which build a high performing culture.	✓	
14. Be proactive and able to deliver results across the Science Department, whilst also setting ambitious targets to engender and embed a high-performance culture.	✓	
15. Make informed and effective decisions, even when these involve tough choices or considered risks, communicating these as clear directions.	✓	
16. Able to delegate effectively and hold others to account for delivering high performance.	✓	
17. Display commitment to the protection and safeguarding of children and young people and has an up-to-date knowledge of relevant legislation	✓	



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and guidance in relation to working with, and the protection of, children and young people.		
18. Able to show respect for individual differences, as well as being culturally aware and sensitive.	✓	
19. Communicate clearly and effectively, in speech and in writing, to a variety of audiences including pupils, parents, governors and the wide community.	✓	
Operational Management		
20. Proven ability to devise, implement and monitor effective measures for improving the performance of the Department and the attainment of students based on rigorous self-evaluation, inspection reports and all relevant data.	✓	
21. Possess the skills to routinely challenge staff and pupils so that they can reach their full potential and achieve the highest standards of educational excellence.	✓	
22. To build strong partnerships with staff, pupils, parents/ carers and the wider community.	✓	
23. To establish and maintain clear and effective systems and structures to support the efficient operational management of the Department.	✓	
24. To use the performance management framework effectively, to monitor and evaluate staff performance to ensure individuals progress in relation to the teaching and learning standards.	✓	
25. In a climate of change and uncertainty, able to lead and manage the staff, curriculum delivery, administration and resources of the School effectively to ensure every individual is able to achieve their full potential.	✓	

Trinity is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All appointments are subject to an enhanced Disclosure and Barring Service check.



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Our vision



The Trinity community will live “life in all its fullness” by:

- Establishing a unique and personalised learning journey through Trinity and beyond
- Continuing to nurture our warm and caring family environment to support all to flourish.
- Inspiring all to achieve and celebrate ongoing and future successes.

Ethos	Learning	Loving	Living
Distinctive characteristics: Terrific Trinitarians	Open minded. Knowledgeable. Insightful.	Caring. Principled. Resilient.	Reflective. Courageous. Independent.

Strategic Priorities 2025 / 26

Priority work streams for all staff	Achievement	Accountability for all
	Developing Teaching	Enhance Adaptive Teaching Enhance Communication across the Curriculum Embed Metacognition
	Behaviour and attitudes	100% Engagement
	Leadership	AI Subject Leadership Enhancement
Additional Priority work streams for SLT	Personal Development and Wellbeing	Career Related CPD / impact of enrichment
	Inclusion	Comprehensive review of interventions / value for money
	Leadership and governance	Unwavering Leadership Attendance
Evaluation process	System measures Regular School Improvement Plan reviews; Staff Appraisal Process; Central data tracking system to provide feedback on progress throughout the year (see assessment cycle); Quality Assurance of Teaching, Learning and Assessment (learning walks, lesson observations, book looks); Governors reports and meetings.	Accountability measures Staff Appraisal Targets set for each staff member. Governors will hold the school to account through the scheduled meeting cycle.



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VISION

Trinity Standards

Our Trinity Standard is expressed in the grid below – showing the different strands expected under each of the 7 categories. These are not expected to be seen in every lesson, but instead they should be evident over time. Observations will be looking at areas of strengths and highlight areas to develop from these categories.

Intent

To deliver the content of the national curriculum augmented with knowledge and understanding which will enable our pupils to **“live life in all its fullness”**.

Trinity has created a **knowledge engaged progress model** which clearly outlines the:

- **key knowledge and vocabulary** to be delivered and;
- **character developing experiences** to be offered

at specific milestones from reception through to Year 11

Implementation

Through seven key principles that make up the Trinity Standard for Teaching and Learning.



Impact

For our pupils to:

- achieve academic success;
- be prepared for the next step of their journey through Trinity and beyond;
- gain cultural and social capital;
- be able to procedurally engage with a rich web of knowledge;
- become courageous advocates who fight social injustices.



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1. High Expectations and Behaviour for Learning

- 1.1 Challenge is consistently high (see Challenge section)
- 1.2 Pace of session maintains pupil motivation and is responsive to pupil need
- 1.3 Up to half of session is dedicated to modelling, questioning and feeding back to pupils before practice begins with pupils' attention maintained throughout
- 1.4 Pupils are appropriately greeted and have access to resources / prompts / scaffolds / books as soon as they enter classroom
- 1.5 Pupils respond appropriately and swiftly to transitions within sessions and are well routine – expectations have been put in place and demanded at each stage of the session
- 1.6 Silence during key phases of sessions is demanded – including during modelling and independent practice (where appropriate)
- 1.7 Pupils know appropriate responses to key parts of session – when to put hands up / when to talk aloud / how to speak to partners / adults
- 1.8 Positive body language is demanded from all pupils at all stages of session (sitting up straight, all pupils participating when asked to, no swinging on chairs or slouching)
- 1.9 Rewards / praise given throughout session to motivate and reinforce high expectations
- 1.10 Trinity Behaviour policy is adhered to by teachers and pupils
- 1.11 Use of Trinity Language (age appropriate) reinforces expectations at all stages of session - 'never give up'; 'Terrific Trinitarian'; 'open minded'; 'knowledgeable'; 'insightful'; 'caring'; 'principled'; 'resilient'; 'reflective'; 'courageous'; 'independent'.

2.Challenge

- 2.1 Top down teaching – one lesson purpose for all – appropriately scaffolded
- 2.2 Pupil engagement is high – thinking is required for all
- 2.3 Cognitive load is balanced – tasks are not over sugar coated / too experiential
- 2.4 High quality procedural tasks set – learning/knowledge is applied to other contexts
- 2.5 Next steps/learning/extensions are clear, understood and available to all pupils

3.Modelling

- 3.1 Makes use of direct instruction – 'just tell them' when introducing new concepts – experiential learning to take place *after* new learning is introduced
- 3.2 Uses pre-prepared models pitched at or above national expectations
- 3.3 Live Modelling is clearly broken up into small, well-defined steps – ensuring cognitive load is balanced
- 3.4 Modelling is focussed on learning objective taken from KAOs or Knowledge organisers or Key Stage curriculum



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- 3.5 Makes use of concrete – pictorial - abstract strategies/models to embed understanding
- 3.6 Models 'thinking aloud' whilst demonstrating – to further embed metacognitive strategies
- 3.7 Models making mistakes to avoid future misconceptions
- 3.8 Provides prompts/scaffolds and explicitly models how to use them
- 3.9 Uses pupils' learning to provide high quality models (use of visualizers)
- 3.10 Provides opportunities for pupils to model to class
- 3.11 Nearly all new learning / tasks / written responses are modelled to pupils before task begins

4.Questioning

- 4.1 Questions used at all stages of session – spread across as many pupils as possible
- 4.2 Declarative questions used to recall, review and apply (predominantly closed responses)
- 4.3 Procedural questions used to apply, analyse, evaluate and create (predominantly more open-ended questions)
- 4.4 Targeted/pre-prepared questions used specific to pupils and/or objectives
- 4.5 Mixture of response required – hands up / all respond (thumbs up / whisper etc.) / random responders / bounce or share question
- 4.6 'Serve – return – raise the challenge' format used to up-level responses
- 4.7 A/B/C questioning techniques (pupils asked to Agree/Build upon/Challenge other pupils' responses)
- 4.8 Questions are 'anchored' – enough time given / repeated to ensure pupils have time to think

5.Practice

- 5.1 Guided practice is used ('we' section from gradual release model) and interwoven with questioning and modelling
- 5.2 Scaffolds/prompts made available to guide practice for pupils
- 5.3 Opportunities for pupils to demonstrate knowing what they do/do not know at the guided practice stage to further embed metacognitive strategies
- 5.4 Opportunities for collaborative practice – primarily in mixed prior attainment pairs, predefined by teacher, with clear roles defined
- 5.5 Opportunities for independent practice to aid 'over learning' for later automatic recall
- 5.6 Opportunities for independent practice through procedural tasks to embed new learning
- 5.7 Teacher regularly circulates the room and checks for understanding across all groups during stages of practice



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6.Reviewing

- 6.1 Sessions begin with review of previous learning/knowledge/vocabulary taken from knowledge organisers / KAOs
- 6.2 Review of learning often 'top and tails' session
- 6.3 During session links are constantly being made between prior and current learning – often elicited from pupils themselves
- 6.4 Low stakes quizzes used – taking different format/style/order of questioning in order to interleave knowledge
- 6.5 Spacing of knowledge recall through weekly/monthly/half termly cumulative reviews

7.Feedback

- 7.1 Whole class feedback/feedforward given
- 7.2 Live verbal feedback given and acted upon during session
- 7.3 Live written feedback given to agreed prompts/scaffolds/priorities and acted upon during the session
- 7.4 Opportunities for peer assessment to agreed/predefined objectives/success criteria
- 7.5 Opportunities for self-assessment to agreed/predefined objectives/success criteria to aid metacognitive strategies
- 7.6 Feedback clearly results in progress over time in books and data
- 7.7 Acting on feedback is modelled to pupils clearly – often under visualizer with actual pupil's learning
- 7.8 Feedback about the process rather than specific outcome is given to further develop metacognitive strategies
- 7.9 Feedback takes place at all stages of session – particularly during guided, collaborative and independent practice stages – consistent checks for learning linked to the lesson purpose
- 7.10 Feedback from previous learning links sessions together over time

Please visit: www.trinitylewisham.org.uk for more information



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JOB ADVERTISEMENT



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Trinity Church of England School Lewisham

Executive Headteacher: David Lucas BSc (Hons) MA NPQH

Secondary Phase: Taunton Road, Lee, London, SE12 8PD

Primary Phase: Leahurst Road, London SE13 5HZ

Trinity is a successful 4-16 co-educational Church of England school with a passion for learning.

Head of Science

Main Scale: L10

Permanent

Required for 01/09/2026

Trinity has a vacancy for a dynamic and inspirational Head of Science to join our flourishing family. Trinity is a fantastic place to work with motivated and well-behaved pupils, a committed and experienced governing body, dedicated staff and supportive parents. Children of all abilities thrive.

We are Exceptional from our SIAMs inspection and Ofsted rated Strong in all categories.

If you think you can contribute to the future success of Trinity and wish to join our thriving community, please review our application pack and apply for the position. For any questions or if you wish to visit the school, please contact our Admin and Human Resources Manager Mrs Uloma Ezirim on 0208 8523191, email u.ezirim@trinity.lewisham.sch.uk or visit our website for more information: www.trinitylewisham.org.

Closing date: 15/04/2026

Interview: 20/04/2026

Our governors are keen to ensure our staff is representative of our school's diverse community and would therefore welcome applicants from people from the BAME community.

Trinity is committed to safeguarding and promoting the welfare of children and young people

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