Holy Trinity School

Job Advert

Headteacher – Holy Trinity CofE Secondary School, Crawley

Leadership Scale – L29 – L35 (Group 7)

£108,119 - £125,014 (London Fringe)

Required April 2027 (To start in April or September 2027)

The Revd Chrissie Millwood will retire at the end of this term after just over ten years in post. Her retirement coincides with an important stage in the school's 60-year history. Work has begun on a major rebuilding programme, with new accommodation due to open in 2028.

Our students, staff and governors are seeking an inspirational Christian Headteacher with the vision, courage and compassion to lead Holy Trinity through this next stage of its development.

Could you lead our next chapter?

Holy Trinity is a co-educational Church of England secondary school for students aged 11–18 in Crawley, serving a community in which many families face social and economic challenges. Our school provides not only academic learning, but also belonging, stability, encouragement, aspiration and hope. We are seeking a Headteacher who will raise academic standards while ensuring an excellent educational experience for every student.

An opportunity to lead with vision, courage and compassion

This post offers a significant opportunity to shape the learning environment, culture, ambition and educational experience of our school community. Our governors are seeking a committed Christian leader who believes in the transformative power of education, recognises every young person's God-given potential and understands the responsibility of a Church of England school to serve its community with compassion, ambition and purpose.

Our school ethos is underpinned by four core values:

Dignity Community Wisdom Hope

An opportunity to make a lasting difference

The new building offers an opportunity to strengthen our educational provision and distinctive Christian ethos. Guided by **wisdom** and **hope**, you will lead a culture of excellence and a **community** in which every young person is treated with **dignity**, feels valued and supported, and can flourish.

Working with governors, staff, students, parents, the Local Authority, the Diocese and the wider community, you will shape Holy Trinity's future. Your leadership will influence the curriculum, learning environment, relationships and aspirations that define our school, making a lasting contribution to the experience of future generations of students.

We are seeking a Headteacher who will use the move to the new building as a catalyst for sustained educational improvement.

A Christian leader with vision and purpose

Our Christian foundation is central to our identity and aspirations. We are seeking a Headteacher whose Christian faith informs their leadership and who will make our values evident in the daily experience of students, staff and families.

You will communicate a clear vision and engage others in achieving it. Your leadership will foster a school **community** rooted in **dignity**, compassion, respect, **hope** and service, where difference is valued, relationships matter and every individual is supported to flourish.

You will understand the distinctive contribution of a Church of England school in nurturing spiritual development, encouraging reflection, building character and helping young people develop the confidence, resilience and moral purpose to contribute positively to society.

You will demonstrate **wisdom** and lead by example, ensuring that our Christian ethos is reflected in how we treat one another and serve our **community**.

A school at the heart of its community

Holy Trinity serves a **community** in Crawley where many families face significant social and economic challenges. Some students experience disadvantage, instability and difficult circumstances beyond school. We recognise the importance of providing belonging, stability, encouragement, aspiration and **hope** alongside academic learning.

We are seeking a Headteacher who recognises that educational excellence and care for the whole child are inseparable.

You will ensure that every student, whatever their background or circumstances, has the opportunity to fulfil their potential. You will uphold each student's **dignity**, support their emotional, social, spiritual and physical wellbeing alongside academic progress, and address barriers to learning with compassion, ambition and determination.

You will exercise **wisdom** and moral purpose in challenging low expectations, addressing inequality and ensuring that disadvantage does not limit opportunity.

You will build strong partnerships with families, local organisations, churches and other services, working with the wider **community** to improve outcomes for young people.

Our ambition is for students to leave Holy Trinity with qualifications, confidence, **wisdom**, character and ambition, equipped to pursue their aspirations, contribute to their communities and build fulfilling futures.

Leading a culture of excellence and belonging

As Headteacher, you will exercise **wisdom** in providing the strategic leadership needed to secure excellent educational outcomes and sustain a school in which students and staff feel valued, safe and inspired.

You will bring a strong track record of educational leadership, a clear understanding of what enables young people to succeed and the ability to translate vision into sustained improvement.

You will:

- **Set an ambitious vision** for Holy Trinity, creating a clear and compelling direction for the school's future as it prepares to move into its new building.
- **Raise aspirations and achievement**, ensuring that all students are challenged and supported to make excellent progress, regardless of their starting points.
- **Champion inclusion and wellbeing**, placing the holistic needs and **dignity** of young people at the heart of the school's work.
- **Inspire and develop staff**, fostering a collaborative, values-led professional **community** in which colleagues feel supported, empowered and motivated to give their best.
- **Strengthen our Christian identity**, ensuring that faith, values, service and spiritual development are integral to school life.
- **Build strong relationships with families and the community**, establishing Holy Trinity as a trusted and valued partner in improving opportunities for local young people.

- **Prepare for our new school building**, ensuring that the opportunities it creates translate into lasting improvements in teaching, learning, culture and student experience.

You will combine warmth and compassion with high expectations, strategic clarity and a commitment to sustained improvement. Your leadership will recognise the importance of excellent facilities and strong results, alongside positive relationships, a supportive culture and a shared **hope** for every young person's future.

The leader we are looking for

We are seeking an accomplished educational team leader who demonstrates **wisdom**, shares our ambition for Holy Trinity and treats others with **dignity**. You will inspire confidence, build trust and lead change.

You will be:

- A committed Christian leader who can articulate and live out the vision and values of a Church of England school.
- An inspirational and strategic thinker with the ambition to shape a compelling future for Holy Trinity.
- An experienced educational leader with the credibility and capability to secure sustained improvement in teaching, learning and student outcomes.
- A compassionate and inclusive leader who understands the impact of disadvantage and is committed to improving life chances for every student.
- A courageous decision-maker who can challenge low expectations, tackle barriers to success and maintain high standards.
- An empowering leader who develops people, builds strong teams and creates a culture of shared purpose and professional excellence.
- A collaborative partner who values the contribution of governors, staff, parents, the Diocese and the wider **community**.

Above all, you will be committed to ensuring that every young person is valued, supported to flourish and given the opportunity and **hope** to fulfil their potential.

Shape our future and make a lasting difference

This appointment comes at a significant point in Holy Trinity's development. The new building offers an opportunity to strengthen our provision and create an environment in which students and the wider community can thrive for years to come.

We are seeking a Headteacher who will bring vision, faith, energy and compassion to this role, embodying our values of **wisdom**, **dignity**, **hope** and **community**. You will

unite people around a shared ambition, build on our Christian foundation and make a lasting difference to the young people and families we serve.

Could you lead Holy Trinity into its next chapter?

If you are a Christian leader with the vision to shape our future, the courage to pursue excellence and the compassion to put young people at the heart of your leadership, we welcome your application.

Join Holy Trinity and help shape our school's future.

Visit our school

We warmly encourage prospective candidates to visit the school, meet governors and staff, and experience Holy Trinity first-hand. To arrange a visit, please contact Nigel Stalley, Chair of Governors, at chairofgovernors@holytrinitycrawley.org.uk.

For further information

Please visit our website: www.holytrinitycrawley.org.uk

Ofsted Ofsted Report 2023

SIAMS SIAMS Report 2022

How to apply

Please complete the attached application form and submit a supporting statement. In the advert reference section of the application form, please quote **reference 496**.

Closing date: 12noon on Wednesday 30th December 2026
Interviews: Monday 11th and Tuesday 12th January 2027

Please email your completed application form and supporting statement to:

hrschooladverts@westsussex.gov.uk

CVs will not be accepted.

Safeguarding

Holy Trinity CofE Secondary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, workers and volunteers to share this commitment.

The successful candidate will be subject to satisfactory pre-employment checks, including references and an Enhanced DBS check with Children's Barred List information. Please refer to our child protection and safeguarding policy.

This role involves regulated activity with children and is exempt from the Rehabilitation of Offenders Act 1974. It is an offence for an individual who is barred from engaging in regulated activity relevant to children to apply for this position.

All shortlisted candidates will be subject to online searches as part of due diligence checks and will be required to complete a self-declaration form prior to interview.