

September 2023

Dear Colleague

Thank you for expressing an interest in working with us at Trinity School. Enclosed is a range of information to help you with your application and a copy of the Trinity School Prospectus is available on our website: [www.trinitynewbury.org](http://www.trinitynewbury.org). Trinity School is an 11-18 high performing, mixed comprehensive academy. There are over 1200 students on roll including 150 in the Sixth Form.

Trinity School is the lead school in the Newbury Academy Trust; Fir Tree Primary School and Speenhamland Primary School are part of our Trust. We provide an exciting and innovative curriculum for students, as well as many exciting enrichment opportunities. We are committed to CPD and life-long learning, providing many opportunities and benefits for staff development across the Trust, in research and in our training teachers' programme.

We are seeking colleagues who are committed and focussed on being part of a team that is dedicated to ensuring all our students leave with excellent exam results and the skills they need for the modern world. In return we offer a dynamic environment with excellent support from an ambitious senior staff.

If you want to be a part of a team that is committed to making a difference in our local community and have the drive, enthusiasm and energy to ensure that:

- teaching and learning excites and challenges all students
- our students' aspirations are raised and achieved
- our students are happy, supported and motivated

then I would be pleased to receive your application. Together with your completed application form I would also request an accompanying letter of no more than two sides of A4 outlining your previous experience and how you will fulfil the role. Within this letter, please detail examples of your successes and impact within your career, including previous and current roles.

I look forward to receiving your application.

Yours sincerely



Dr Charlotte Wilson  
Executive Headteacher

## Information about Trinity School



### **Ethos and Values**

Trinity School is a high performing school where we value each and every individual. We expect our students to be the very best they can be. We are committed to life-long learning for all and are committed to the CPD our staff. We encourage staff to participate in further study and are currently supporting staff in Masters and Doctorate studies. We are the lead school in our School Direct partnership, hosting trainees across all subject areas. We provide opportunities for staff to develop and grow; providing opportunities to lead on projects and developments in school, across our Trust and in the wider local area.

We have a comprehensive staff benefits package which includes; staff sports teams, reduced gym and fitness class membership of our onsite Lifestyle Fitness Gym, Wellbeing programme, Childcare Voucher Scheme and relocation packages for many candidates. For ECTs we begin employment from 1<sup>st</sup> July which enables colleagues to receive their salary over the summer before they start their first term of work in September of the new academic year.

### **School Background and Facilities**

We are a comprehensive school, established in 1999, located on the Northern edge of Newbury. We became an Academy in August 2012. Students come from North Newbury, particularly the areas of Speen, Shaw and Turnpike as well as the west of Thatcham and the village of Cold Ash.

The school site is open and attractive and benefits from sharing the site with Shaw House, the Elizabethan mansion. The school buildings are a mix of old and new. The Sixth Form block is light and airy, and includes a common room, a servery, three study rooms and two teaching rooms. The Performing Arts block benefits from an impressive drama studio, a large dance studio, recording studio, six music practice rooms and two dedicated Music rooms. One is fully equipped with PCs for the delivery of Music Technology; we also have a second suite of PCs for Art and Photography. We have impressive sports facilities including a main sports hall, small gym, fitness and teaching room, as well as an outdoor astro turf and multi-use games area. Lifestyle Fitness Gym is located in the sports hall, which provides excellent fitness facilities for our students and staff. A new library was completed in spring 2016 and a new dedicated 6 room IT teaching block opened in January 2020. This year we have commenced the refurbishments of our science labs and we are

currently planning building projects and refurbishments, which will improve our facilities and carbon footprint both in the short and long term.

### **Results and Curriculum**

At A Level our ALPS Score has been at least a grade 3 for the past four years, demonstrating the value we add. In 2023 at A Level, we achieved impressive exam results again; 34% A\*-A grades 62% A-B grades and 80% A-C grades. All our students have gone on to university, an apprenticeship or employment. At GCSE in 2023 65% of grades in English and in Maths were 4-9 and 100% of grades in Chemistry, Physics, Photography, Dance, and GCSE PE were grade 4 or above. Our overall achievement rates remain high because we put student academic achievement first. We are always in the top 25% of schools nationally for adding value to our students' achievements.

The curriculum in Years 7 to 8 is a broad-based curriculum where students are set on entry in Year 7 in English, Maths, Science, Humanities and MFL. In the Performing Arts, Technology and PE, students are taught in mixed ability groupings. Students choose their options at the end of Year 8 and students in Years 9, 10 and 11 follow a core curriculum of English, Maths, Science, PE, RS or Citizenship and a modern foreign language as well four other subjects from a range of options. Some students in Years 10-13 take part in a weekly work placement/college placement to extend and boost their courses.

There are many extra-curricular clubs which support and enrich the daily curriculum including Excite (Science club), public speaking club and study support. Many trips also take place to support the curriculum including trips abroad to France and Germany to support learning in MFL. Geography takes many trips, including one to Iceland, and the Science faculty run various trips to explore the science behind the real world. The school is part of the World Challenge Programme and 2011 saw our first group travel to India, with subsequent groups travelling to Morocco, Kenya, Botswana, Peru and Sri Lanka. We are planning a visit to Morocco in 2024. A ski trip, Geography trip to Iceland and a Sports tour to Italy are all planned for next academic year.

Trinity hosts two local authority units: the ACE unit and the ASD unit. ACE is the local authority provision for dyslexic teaching and 30 children across all year groups are in ACE. The ASD Unit is for students on the Autistic Spectrum and there are places for 15 students. The SENDCo and lead teachers work very closely and their expertise is employed widely across the school to improve outcomes for all.

### **Pastoral System and Enrichment**

The School operates a House system which is well established, along with the use of our rewards system of House points and accolades. The school has an eight form entry and students are placed in mixed ability tutor groups within a House and stay in this group from Years 7-11 with the same tutor. Students gain rewards for their academic work and efforts as well as participation in House events such as House Sports, House Dance, Drama, Art and Music. Also there are library competitions and attendance competitions too. There are four Houses, each run by a Head of House and supported by student House Captains. The school also has peer mentors, coaches, reading buddies, youth health champions, Anti Bullying Ambassadors and has prefects in Year 11 and senior prefects in sixth form, as well as Head Student

Team. Student Voice is very strong and growing; the group leads on a variety of activities throughout the school.

Our enrichment programme is rich and varied. In sport we offer more traditional opportunities in cricket, football, netball, rugby, hockey and athletics, as well as spin and fitness classes. The school offers many opportunities in Performing Arts including drama and dance clubs, School Choir, Swing Band and School Orchestra. Dance and Drama are incredibly popular in the school; the school has several groups and companies. The students in the companies perform regularly at school events as well as at events in county and national platforms. The school hosts its own Annual Whole School Show Dance Platform in spring and a Dance Festival in the summer term, which is a celebration of Dance across the school. We participate in many Public Speaking Competitions each year as well as the Mock trial and Bar trial competitions, where we hold the title for regional winners – twice! There are clubs in all subject areas as well as regular homework clubs to support students. We have a strong visiting speaker programme and work with many professionals to enhance our curriculum, including graphic designers, the armed forces, artists, performers and sports people.

### **Staff and CPD**

The staff are extremely committed to the growth and development of the school. There are 80 members of teaching staff and 70 members of support staff. The focus of CPD is the School Development Plan and this year we are again using the Walkthrus approach (Sherrington and Caviglioni) with a focus on instructional coaching being used to further tailor pedagogical development to meet the needs of our students. We enjoy INSET days each year which are focused and tailored to staff development and collaboration. We have supported several staff through the NPQ process as well as encouraging staff to be involved with local subject networks and hubs, several staff lead on the West Berkshire subject networks, such as Geography and Music. We also offer funded masters level qualifications (MA Educational Leadership) awarded in collaboration with The Teacher Training Partnership and the University of Coventry. We encourage our staff to showcase their own research and support of others with many using their knowledge and expertise to present at local and national events.

Trinity school is a high performing school with much to offer. We are incredibly proud of our achievements but know we can achieve more. We will continue to work as a team to ensure our students receive the best possible experience on offer and become the best they can be.



Dr Charlotte Wilson  
Executive Headteacher