

A man in a dark suit and tie stands at the front of a classroom, gesturing towards a whiteboard. The whiteboard displays a presentation titled "The Story of the Suffragettes". Several staff members are seated at a long wooden table in the foreground, facing the presenter. The room is decorated with various educational posters and a traffic light graphic on the wall.

Trinitas

PROFESSIONAL DEVELOPMENT
PROGRAMME 2025/26

All staff deserve
to be valued &
developed

Faith ☩ Family ☩ Flourish



Trinitas
Academy Trust

Faith ✚ Family ✚ Flourish

Welcome from the CEO

Welcome to the Trinitas annual professional development programme. At Trinitas, we hold the values of faith, family and flourishing at the heart of everything we do. We believe that every member of our community has immense potential, and deserves the opportunity to grow both personally and professionally, in a supportive and nurturing environment.

This programme underscores our commitment to the development of all staff, recognising that your growth is pivotal to the success of our pupils and the communities we serve. By investing in your continuous improvement, we ensure that our pupils receive the highest quality experience, ultimately enhancing their life chances.

Together, as a family, we will continue to create an educational landscape where everyone can flourish and achieve their fullest potential. Thank you for your dedication and commitment to our shared vision.



Simon Godden

CEO, Trinitas Academy Trust

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*“Every teacher needs to improve, not because they are not good enough,
but because they can be even better”*

Dylan Wiliam

“Where there are few flourishing adults, there will be few flourishing children”

*Lynn Swaner & Andy Wolfe
(Flourishing Together, 2021)*



“Education is the most powerful weapon which you can use to change the world”

– Nelson Mandela

Introduction

I am delighted to welcome you to our Trinitas Professional Development Programme. At Trinitas we believe in the continuous development of our staff, understanding that investing in your professional journey is crucial for fostering a culture of excellence. Our trust Flourishes because of the passionate, talented individuals who work tirelessly to create a nurturing and inspiring learning environment for our young people.

Here, every member of the Trinitas Family is valued, and your growth is paramount. Through evidence informed professional development, we equip you with the latest skills, knowledge and innovative teaching methods, ensuring you can fulfil your role with excellence and provide the highest quality education. We believe in the empowerment of individuals and this is reflected in our approach to how you can select which Professional Development Pathway you wish to follow, or what offering from our online CPD catalogue you may choose to engage with; you are best placed to make the right decision in line with your goals and aspirations. This is rooted in the ethos of trust that embodies working at Trinitas.

Our Pathways, combined with our online CPD library in partnership with The National College, also allow colleagues to network and reflect on their professional practice. Part of this is sharing how their chosen pathway is impacting the lives of those young people we serve, and is also central to the ‘Family’ element of Trinitas.

Across all of the pathways, there is an emphasis on how we can support you with establishing a strong life work balance.

We are excited to share the programme, and look forward to working with you.

Simon Waltham

School Improvement & Development Director

Core Offer

Professional Development is an entitlement

At Trinitas, professional development is an entitlement for all staff, underscoring our commitment to your continuous growth and success. Our core CPD offer ensures that every member of the Trinitas family is well prepared to excel in their role, aligning their professional journey with the overarching vision of our Trust. The core offer includes:



Harnessing technology

At Trinitas, we are committed to equipping our staff with the tools and confidence to embrace AI in a way that is safe, ethical, and impactful. As AI continues to evolve, we are proactively supporting our staff to explore how it can reduce workload, streamline planning, and enhance outcomes for pupils. This year's highlight is our Annual Conference in February 2026, where staff will have the opportunity to engage hands-on with AI tools in a supportive, collaborative environment. The event is designed to encourage exploration and 'play', helping staff build both confidence and competence in using AI meaningfully. Through workshops, demonstrations, and peer-led sessions, we aim to demystify AI and showcase its potential to transform teaching and learning. Together, we are shaping a future where technology empowers educators and enriches the educational experience for every child.

Trinitas Induction

The Trinitas Induction programme aims to seamlessly integrate new staff into the Trust, acquainting you with our culture, expectations and policies. It provides essential information and support, ensuring from day one staff feel welcomed, informed and ready to contribute.

Trinitas Vision & Values

All staff are introduced to the vision and values of Trinitas Academy Trust. This session ensures all staff foster a shared sense of purpose and direction, understand our vision, and therefore recognise their part in achieving it. Staff will also be introduced to members of the Trinitas Central Team.

Safeguarding

Trinitas colleagues all receive annual training with updates on KCSIE linked to the Safeguarding Policy. As part of our relentless commitment to Safeguarding, additional Child Protection sessions bespoke to each school's setting are led by the Trust Safeguarding Lead

Equity, Diversity & Inclusion

The Trust has a strong focus on Equity, Diversity and Inclusion. As a result, all staff undertake EDI training as part of their induction.

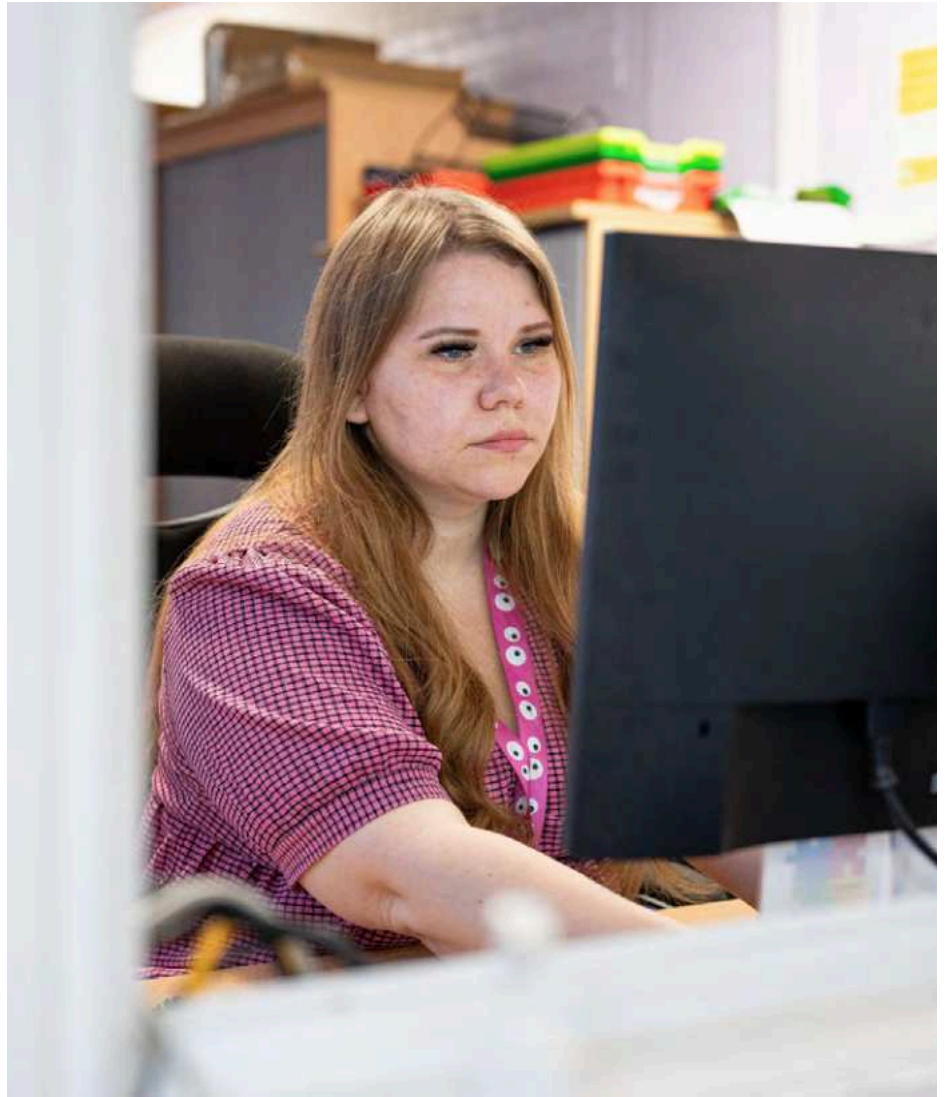
Compliance / H&S

All Trinitas colleagues will receive annual training and updates on GDPR, Cyber Security and Fire Awareness from our experienced Team. There are other opportunities for further training for Site and Admin Teams as well.

“There is almost no limit to the potential of an organisation that recruits good people, raises them up as leaders and continually develops them”

- John Maxwell

Dates



The following dates are allocated for staff to undertake Trinitas CPD. This enables staff to complete an entire 'Pathway', or alternatively to select 6 individual sessions from the wider offer.

8th October 2025

3rd December 2025

28th January 2026

18th March 2026

6th May 2026

24th June 2026

Pathway Sign-Up

Staff should use the link circulated via email to sign-up to a specific CPD pathway, or click the link above, so that suitable provision can be made for the sessions. Locations and timings will be confirmed in advance of each session, with delivery utilising a mixture of face-to-face and online training. If you are making use of the online CPD library, there is no need to sign-up. You should, however, record on your Personal Development Review (PDR) the training you have completed.

The TAT CPD offer is planned to compliment the individual offer at school level. School leaders are best placed to make strategic decisions about school led CPD, in line with school priorities and improvement plans. The TAT offer, however, enables staff to personalise their learning and focus on development specific to their individual needs and aspirations.

Pathways

In the ever-evolving landscape of education, continuous professional development for all school staff is paramount to ensure that educators remain at the forefront of pedagogical advancements and best practices. To address this need, Trinitas has designed 8 CPD pathways, offering a structured yet flexible framework for professional growth. These pathways enable educators to concentrate on honing their skills in specific areas of interest, thereby fostering a more tailored and impactful learning experience.

By embracing a CPD pathway, school staff are not only able to deepen their expertise in their chosen domains but also enjoy greater autonomy over their professional development journey. This approach empowers educators to align their growth with personal career aspirations and the unique needs of their students, ultimately enhancing the overall quality of education. The 8 learning CPD pathways are designed to cater to diverse interests and professional goals, ensuring that all staff can find a relevant and enriching path to follow.

Future aspirations

The pathways are open to all staff, regardless of role. We take great pride in our history of developing staff across the Trust, with significant numbers of staff gaining promotion and moving up in the organisation. To this end, if there is a pathway that appeals to you and supports your future goals and aspirations, then you should follow it!

If you have identified a pathway that you wish to follow, it is expected that you attend all sessions and complete the pathway in its entirety. In doing so, you will maximise your development and understanding.

Teaching & Learning



Great Teaching is underpinned by strong pedagogy. At Trinitas, Rosenshine's Principles form the foundation of each school's Teaching and Learning approach.

Rosenshine's Principles combine three distinct research areas (cognitive science, classroom practices, cognitive support) and how they compliment each other by addressing how:

- People learn and acquire new information
- Master teachers implement effective classroom strategies
- Teachers can support students whilst learning complex material

Throughout these sessions colleagues will have the opportunity to reflect upon both theory and their own practice whilst networking with other colleagues and sharing ideas.

Behaviour for Learning

At Trinitas we understand that for the curriculum to be delivered effectively, the climate for learning has to engage all students.

Through these modules we explore pedagogy, case studies and give colleagues the opportunity to reflect and develop their own practice. Throughout this pathway, staff will:

- Understand what effective behaviour for learning looks like
- Consider how to develop strong relationships with children / students
- Develop strategies for creating a strong learning environment
- Reflect on their own practice with colleagues





This pathway will support colleagues to enhance their understanding of SEND, and develop their tools to provide effective support for those children identified as having Special Educational Needs.

Led by staff from Cornerstone School, the pathway is delivered in line with their inclusive ethos and the Cornerstone values of Ambition, Curiosity, and Happiness.

These sessions will give colleagues the opportunity to explore the latest research and pedagogy whilst also working with colleagues with similar SEND profiles in their class and sharing good practice.

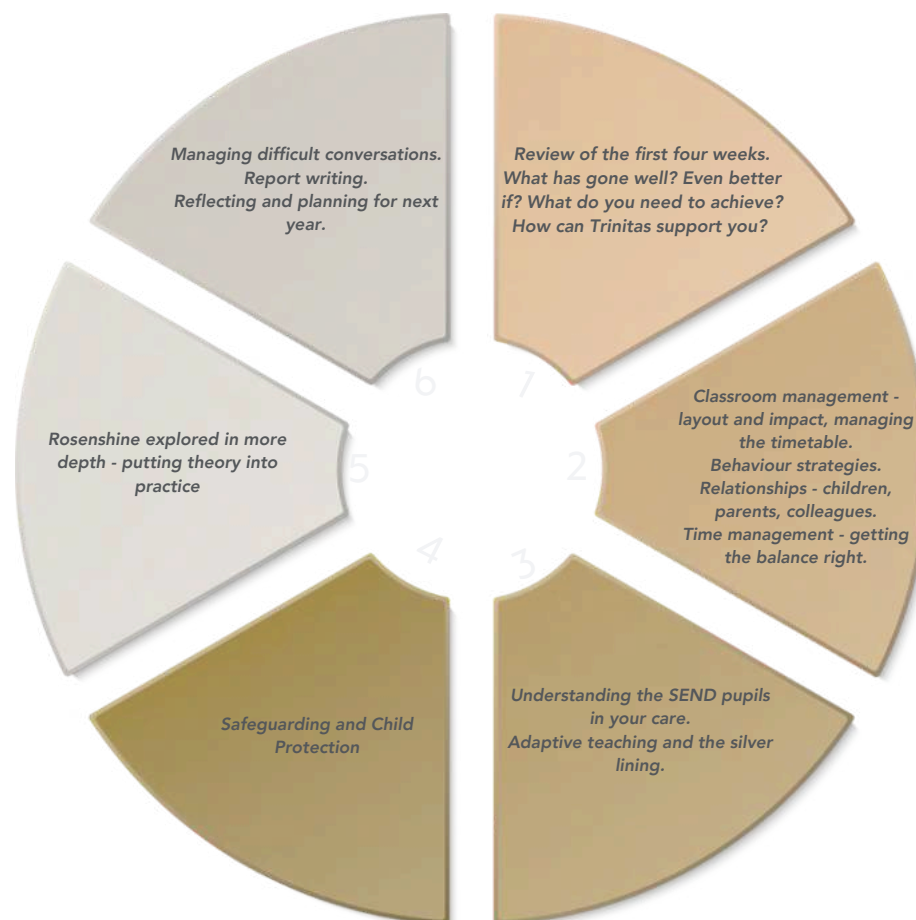
Aspiring Leaders

Trinitas Academy Trust's 'Aspiring Leaders' pathway is designed to cultivate well-rounded, reflective, and future-ready leaders.

Through a carefully structured series of sessions, participants explore the core principles of effective leadership, gaining insights into strategic thinking, ethical decision-making, and the practical tools needed to inspire and drive improvement.

The programme encourages self-awareness, fosters a strong values-based approach, and builds the confidence to lead with clarity and purpose in a dynamic educational landscape.





Throughout these sessions there will be opportunities to network and reflect with Trinitas colleagues. The Trinitas Early Career Teacher / Recently Qualified Teacher (2+ years) program is designed to give you strategies to Flourish, whilst also being flexible enough to adapt to your collective needs.

"Teachers are the foundation of the education system – there are no great schools without great teachers. Teachers deserve high quality support throughout their careers, particularly in those first years of teaching when the learning curve is steepest. Just as with other esteemed professions like medicine and law, teachers in the first years of their career require high quality, structured support in order to begin the journey towards becoming an expert."

DfE - [Early Career Framework](#), 2019

Safeguarding

Safeguarding is at the heart of everything we do and is an essential element of the Trinitas Core Offer.

As part of our commitment to safeguarding, and in addition to statutory safeguarding training requirements, we offer a Safeguarding Pathway designed for colleagues who want to professionally develop their understanding of Safeguarding and Child Protection Protocols.

The pathway will explore the 6 R's in safeguarding: Recruit, Recognise, Record, Reporting, Respond & Review.

Colleagues will have opportunities to deepen their understanding of the principles that underpin safeguarding practice through case studies and discussions.

Please note this is not for current DSLs.



Spirituality & Flourishing



The Spirituality and Flourishing pathway fosters a values-based culture where participants are able to find a sense of purpose and thrive through encouraging positive emotions, engagement, relationships, meaning and achievement. Thus becoming leaders in spiritual intelligence.

This in turn will enable our young people to do the same both in and out of school. With sessions focussing on the self, legislation and curriculum we aim to enhance the lives of all those in a Trinitas School.

Curriculum Leadership



Empowering Middle Leaders to Drive Improvement.

This focused programme supports subject leaders to lead with clarity, confidence, and impact. Covering leadership, curriculum intent and implementation, classroom practice, monitoring, assessment, and professional development, it offers practical tools and evidence-informed strategies for driving subject improvement.

Whether new to the role or looking to deepen your impact, this pathway helps you reflect, plan, and lead with purpose.

On demand CPD

Trinitas has partnered with The National College to provide access for all staff to a unique offering that combines the world's largest library of CPD for educators with custom-built education software. This includes new course releases and regular updates to reflect the latest Ofsted and DfE thinking.

Trinitas
Academy Trust

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The wide range of courses ensures that all staff within the Trust, regardless of role, can find on-demand CPD that is specific to their role and supports their growth and development.

A range of courses are one-hour, and therefore enable staff to cover a range of themes / topics over the course of the year. Alternatively, some courses are 6 hours and therefore staff can complete the programme over the course of the academic year using the dedicated TAT CPD time.

**The
National
College®**



"HIGHLY EFFECTIVE EDUCATORS ARE MORE LIKELY TO SEEK ADVICE AND INFORMATION FROM COLLEAGUES"
– Spillane et al



Tes Develop is Tes's online training platform that provides a central hub for a wide range of courses covering areas like professional studies, subject knowledge, safeguarding, and duty of care.

As a Trinitas member of staff you have unlimited and flexible access to over 180 courses, making it easy for you to shape your own development and career path.

The training provided offers CPD accreditation points and downloadable certificates for completed courses, so you can keep track of your progress and provide evidence to support your career aspirations.

You school will provide you with your log-in details in order to access your account.

iAM Compliant

All Trinitas staff have access to the iAM Compliant online CPD training library - a powerful tool designed to support your development, at your pace.

iAM offers a vast range of training that is particularly relevant to our Premises teams and those working in areas in which compliance and Health & Safety regulations are of the upmost importance.

In addition, iAM also offers modules that keep up to date with essential training that meets the latest educational and regulatory standards.

Course Highlights You Can Explore:

- Mental Health Warning Signs – Recognise early indicators and support wellbeing in your school community.
- Risk Assessment Training – Understand how to identify and manage risks effectively.
- Accident Reporting – Learn the correct procedures to ensure safety and compliance.
- People Management & Leadership – Build strong, supportive teams.
- Soft Skills & Communication – Enhance your everyday interactions and effectiveness.

Log in today and start exploring the training that helps you grow, succeed, and make a difference.



Access more than 100+ animated IOSH-approved & CPD-accredited bite-size courses





Flourishing Leaders

Trinitas
Academy Trust
&

 **National Society
for Education**
Church of England & Church in Wales

Trinitas Academy Trust is thrilled to be partnering with The Church of England and The National Society for Education on their prestigious Flourishing Leaders programmes. The programmes will build on the Flourishing Together document which sets out a bold, hope-filled vision for flourishing children, educators, and school communities. The document offers a vision for addressing systemic challenges through a focus on purpose, relationships, resources, learning, and wellbeing.

This collaboration represents a significant opportunity to invest in the growth and development of our staff, aligning with our commitment to nurturing exceptional leadership across our schools. By offering these programmes as part of our professional development pathway, we are empowering our staff to flourish both personally and professionally, while strengthening our shared values and vision for transformative education.

As part of the pilot project, staff will be able to access programmes in the following areas:

- System Leaders
- New & Aspiring Principals
- Early Career Leaders
- Leaders of Diversity, Equity, Inclusion & Justice

If you are interested in a Flourishing Leaders Programme, please discuss with your line manager/school Principal.

NPOs

NATIONAL PROFESSIONAL QUALIFICATIONS

NPOs are a suite of specialist and leadership qualifications designed to support teachers and school leaders to develop leadership expertise across a range of areas.

Trinitas actively supports staff who are interested in developing their expertise via NPQ programmes, and have a strong history of staff successfully completing qualifications from across the entire NPQ suite.

NPOs can:

- Provide training and support for teachers and leaders at all levels.
- Be completed around existing commitments.
- Improve outcomes for children and young people.
- Support staff development.

Specialist NPQs

Specialist NPQs can help you develop your classroom teaching or specialism.

- Leading teacher development - help teachers in your school develop their skills
- Leading teaching - lead the teaching and learning of a subject, year group or phase.
- Leading behaviour and culture - promote a culture of good behaviour and high expectations
- Leading literacy - promote literacy across a whole school, year group, key stage or phase
- Leading primary mathematics - use mastery approaches to lead maths teaching in your school

Leadership NPQs

Leadership NPQs can help you develop your leadership skills or progress to a leadership role.

- Senior leadership - develop leadership expertise to improve outcomes for teachers and pupils
- Headship - become an expert school leader and outstanding headteacher
- Executive leadership - develop the expertise to run a multi-school organisation and lead change and improvement
- Early years leadership - manage your staff and organisation to provide high-quality early years education and care
- Special educational needs co-ordinator (SENCO) - perform a SENCO role effectively and set the strategic direction of special educational needs policy in a school.

Please speak to your line manager / Principal if you would like to complete one of the NPQ programmes.





**paragon
skills**



Apprenticeships

Trinitas is pleased to work in partnership with Paragon Skills to offer apprenticeships to both current and prospective employees. By completing an apprenticeship, you get to continue in your paid employment, whilst developing your skills and expertise through high quality training and input.

As an apprentice you'll:

- be an employee earning a wage
- work alongside experienced staff
- gain job-specific skills
- get time for training and study related to your role

Apprenticeships take 1 to 5 years to complete depending on their level.

Previously, Trinitas staff have completed apprenticeships in the following areas:

- Early Years Practitioner
- Teaching Assistant (Level 3)
- Laboratory Technician
- Team Leader or Supervisor (Level 3)
- Business Administrator
- Account/Finance assistant
- HR Support

If you are interested in completing an apprenticeship to support the development of your career, then you are encouraged to discuss this with your line manager.



Get in touch...

Trinitas Academy Trust
Erith Road, Belvedere, Kent DA17 6HT
T: 01322 441371
E: enquiries@trinitasacademytrust.org

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