



Trinitas Academy Trust

Faith ☩ Family ☩ Flourish

PEOPLE STRATEGY

www.trinitasacademytrust.org

Introduction

Our staff are our most important asset, and therefore it is vital that we do everything we can to attract, retain, engage and develop the very best people throughout Trinitas Academy Trust. Only then will we be able to deliver our Trust vision:

We believe that all children deserve the best education and all staff deserve to be valued and developed.

Our Trinitas family, Christian Faith, and an unrelenting desire to improve society underpin everything that we do.

Creativity, compassion and high expectations drive the Trust to ensure that every person within its community flourishes.



Our People Strategy has three key strands:

- **Attract & Recruit**
- **Engage & Retain**
- **Develop Talent**

Our Trust people strategy is grounded in the unwavering commitment to foster a culture where equality, diversity and inclusion serve as the foundation, ensuring that every individual is valued, respected and empowered to contribute their unique strength to our collective success.



"YOU KNOW
THAT
ADVERT
'BORN IN
CARLISLE,
RAISED IN
THE ROYAL
NAVY'? I FEEL
LIKE THIS
FITS MY
SITUATION
SO WELL;

BORN IN SIDCUP,
RAISED AT TRINITAS"

SARAH,
ASSISTANT PRINCIPAL

Trinitas
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Attract & **RECRUIT**

Our aim at Trinitas Academy Trust is to create an environment that is recognised as an excellent workplace, attracting high quality staff who are dedicated to aligning with our Trinitas vision and values. We are taking the actions outlined below to achieve this.

01

Proactive

Take a proactive approach to recruitment, utilising internal workforce planning and anticipating external factors and influences.

02

Collaborative

Collaborate with various partners to maximise access to current and emerging staff supply routes.

03

Diverse

Ensure diversity in recruitment strategies, actively seeking colleagues from varied backgrounds and experiences.

04

Appealing

Continuously review and enhance all recruitment documentation and processes to ensure they are up-to-date and appealing, while also remaining rigorous and robust to safeguard the Trust community.



Responsive

Provide candidates with a positive and responsive experience throughout the recruitment process.

05

Induction

Deliver a Trust-wide induction programme for all new starters, including those who are internally transferred or promoted.

06

Incentives

Where applicable, utilise a Trinitas recruitment incentive to welcome new members into the Trust.

07

Referrals

Operate a Trust employment referral scheme, regularly assessing its effectiveness and impact.

08

Apprenticeships

Ensure the effective and appropriate use of the apprenticeship levy to support high-quality recruitment.

09



"I've been encouraged by the incredible support received from my Head of Department, and the whole departmental team including the technicians. I've never felt like a stranger or newbie and have been confident that any issues that I've come across have been met with a corresponding response of help, assistance and progress. This has been the case from the Data Team, to IT to the reception staff."

MICHAEL, TEACHER



***"EVERY MEMBER OF STAFF
HAS BEEN WELCOMING AND
FRIENDLY OVER THE PAST
TWO YEARS, AND IT'S REALLY
LOVELY TO SEE THAT THERE
IS NOT A DIVIDE BETWEEN
TEACHING STAFF AND ADMIN
STAFF"***

LEIGH, KS5 PASTORAL SUPPORT





Engage & **RETAIN**

Trinitas adopts an approach to people management and culture which significantly improves job satisfaction and ensures all members of the organisation feel a sense of belonging. We emphasise and value the role all colleagues play in achieving the Trust vision. We are taking the actions outlined below to achieve this.

01

Cultivate

Cultivate an environment that upholds the Christian and family focussed principles of the Trust, ensuring they permeate all aspects of Trust life.

02

Survey

Conduct regular staff surveys, ensuring outcomes are acted upon and feedback is provided to colleagues.

03

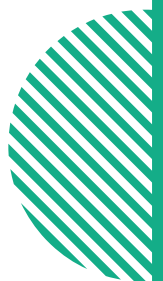
Take action

Seek and act upon feedback from the Trust-wide wellbeing forum promptly and appropriately.

04

Consult

Develop all people policies, guidelines, and procedures in consultation with our employees, ensuring consistent and equitable day-to-day application that reflects our values and culture.



Expertise

Provide HR expertise through our HR function, ensuring that policies remain relevant, up-to-date, and clearly understood by staff, who will be supported in navigating related processes.

05

Support families

Strive to make our policies family-friendly, supporting employees to balance home and work life.

06

Promote wellbeing

Actively promote the physical, mental, and emotional health and wellbeing of staff through wellbeing policies and initiatives.

07

Celebrate

Champion the Trust-wide recognition scheme, facilitating the celebration of outstanding practices and staff who go above and beyond.

08

Reward

Recognise and reward staff for referring new talent to the Trust through our employee referral program.

09

"Since becoming a parent I have still been able to develop my career with support from the school leaders, and the whole trust community. Without this support I would not have become SENCO or had the opportunity to complete the courses that I have."

DAISY, SENCO





**"FROM THE ECT PROGRAMME TO THE BUDDY
SYSTEM I HAD WITH AN EXPERIENCED MEMBER
OF STAFF, I WAS ABLE TO CONFIDENTLY
THRIVE IN MY PROGRESSION AS A TEACHER
HERE FROM THE GET GO."**

FRANCES, TEACHER

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Trinitas Time



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Your
Wellbeing,
Our
Priority

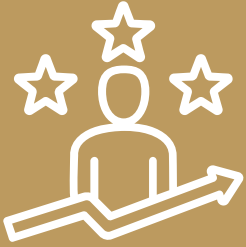


TAKE
CARE OF
YOURSELF



As part of our ongoing commitment to staff wellbeing, all Trinitas employees are entitled to one day leave each year for personal use - we call this 'Trinitas Time'!

Staff appreciate being able to use this day to support their family, or perhaps attend an important event during term time - it's for employees to use however they see fit.



Develop TALENT

Trinitas Academy Trust is a nurturing and collaborative environment for all staff where they are encouraged to grow and develop. We are taking the actions outlined below to achieve this.

01

Evidence informed

Ensure that all staff have access to the latest evidence-informed Continuing Professional Development (CPD) to support their ongoing development and career progression. This offer will promote collaboration and the sharing of best practice, focusing on professionalism and pedagogy.

02

Golden thread

Make provision for the 'Golden Thread' of teacher development, covering the journey from initial teacher training through early career programmes, all the way to school leadership.

03

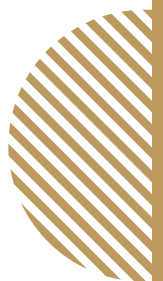
Pathways

Develop transparent and accessible career pathways for all staff, ensuring accessibility throughout their employment with us.

04

Shared approach

Develop staff through the use of cross-trust networks to share expertise, strengthen practice and build capacity.



Apprenticeships

Promote and facilitate access to appropriate apprenticeship training opportunities for our staff.

05

Feedback

Provide regular, high-quality feedback to all staff, acknowledging and recognising their outstanding work.

06

Supportive

Conduct appraisals in a supportive and developmental manner, ensuring that all employees have the necessary skills and support to excel in their roles and continuously improve their professional practice.

07

Nurturing

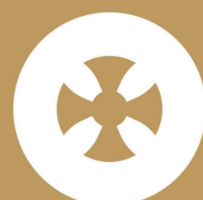
Implement a visible and supportive approach to nurturing talent within the organisation through effective talent management and succession planning.

08



"I moved to the Trust last year, having worked at three schools in two trusts previously. I have been impressed both by the quality of the training I have received, and by the sense of community when I have gone on training or visited other schools that are part of Trinitas"

IMOGEN, TEACHER





I STARTED AS A CLEANER, I THEN BECAME A MIDDAY SUPERVISOR WHICH I THOROUGHLY ENJOYED, INTERACTING WITH THE CHILDREN. I THEN APPLIED FOR A TEACHING ASSISTANT POSITION AND I STARTED WORKING WITH SEND CHILDREN AND SUPPORTING WITHIN THE CLASS ROOM. I COMPLETED MY LEVEL 2 TEACHING ASSISTANT APPRENTICESHIP AND THEN I WAS ASKED IF I WOULD LIKE TO PROGRESS MORE, SO HAVE SINCE COMPLETED MY LEVEL 3. I RECEIVED GREAT SUPPORT NOT JUST DURING MY APPRENTICESHIP BUT THROUGHOUT MY WHOLE CAREER. AND WOULD HIGHLY RECOMMEND IF THE OPPORTUNITY ARISES FOR YOU TO JOIN OUR TEAM.

DONNA-MARIE, TEACHNG ASSISTANT



"Trinitas made me the teacher I am today! I get huge appreciation from my pupils and that is the biggest satisfaction I derive. Teaching is indeed work of the heart!"

Radha, Teacher

"I began as a newly qualified teacher 10 years ago and have never left! I have taken on more roles and advanced in my career with the fantastic support I have received, and am now an Assistant Principal. I have really enjoyed our integration into the Trinitas Family, and value the collaboration across the whole Trust".

Matthew, Assistant Principal



"The greatest thing about working here is that the other members of staff all have your back. That goes for all members of staff - teachers, support staff, site team and dinner ladies, whether it is literally standing quietly beside you in solidarity, to regularly checking in on how you are doing. This is really powerful stuff."

Rev'd Ali, Chaplain





"I arrived in January 2014 as a supply teacher. The leaders of the school convinced me that it would be fantastic and just try it for a while...10 Years later and I am still here. I knew this was more than a job and I would be spending some considerable time here, and so it turned out!"

David, Head of Department

"I have been well supported in my role as a Pastoral Leader, and as a result have developed expertise in many areas. There has been plenty of opportunities to train and learn throughout my time here."

Sam, Head of Year



"Since I started as a midday supervisor in 2021, I have been supported to develop and grow. I became a TA in 2022, and then trained to run specific Speech & Language sessions for pupils. I also run an ICT club at lunchtimes, and have a pastoral role running 'listening ear' interventions in the afternoons."

Louise, Teaching Assistant





There is no doubt that the opportunity to grow as a professional has been influential in my longevity (I started in 2005), but it is also the amazing people and colleagues that I work with who have kept me here.

Duncan, Assistant Principal

"Throughout my time I have worked across all year groups as a class TA and am now leading TA in Nurture Room for children with SEN. I love my leader role, it provides me with an opportunity to use my skills set well and is something the SENDCo and Principal really encourage. I've loved working with all my colleagues who are friendly, helpful and encouraging. Everyone takes the time to ask you about yourself, so you really feel part of the school community"

Gillian, Teaching Assistant



"There is a relentless focus on our vision to achieve the best quality of education for all our children, whilst valuing and developing all our staff. Our People Strategy is pivotal in framing our ambition and is testament of our commitment to collaboration, overcoming challenges and celebrating success."

Claudet, Principal



JOIN US

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*Come and be part of our family at Trinitas Academy Trust -
we'd love to welcome you!*

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VACANCIES ON OUR
WEBSITE [HERE](#)

JOIN OUR TAT
TALENT POOL BY
CLICKING [HERE](#)

FOR MORE INFORMATION
www.trinitasacademytrust.org

GOT A QUESTION?

Email us
enquiries@trinitasacademytrust.org

