

being Trafalgar



Working at
The Trafalgar School
at Downton





What is our purpose?



Towards a life fulfilled

To empower young people to be the source of their own success

The Trafalgar School at Downton is a member of Magna Learning Partnership - a partnership of schools working together for the benefit of all young people in the Salisbury area. Excellence together is its founding principle with a clear goal to ensure that every young person has access to an excellent educational experience. Each school has its own ethos and set of values. Empowerment, we believe, enables our young people to be independently competent and confident in taking charge of their own learning and in solving their own problems, enabling them to realise their hopes and dreams and lead successful and fulfilled lives.

An empowered organisation is also our purpose. Empowered staff grow both in effectiveness and confidence, often exceeding expectations. Empowerment enables staff to be in control of their lives and use skills they never knew they possess. An empowered organisation builds loyalty and trust. Staff are eager to contribute towards continued growth and greater success.





What do we do?



Great people

Great teaching

Great outcomes

At Trafalgar we strive for 'greatness' in all that we do. Foremost is to be great people. Great people stand by a set of 'social norms' or shared values that are lived out. Great people work hard, there are no shortcuts, towards a cause larger than themselves. They are persistent and resilient. They act with fairness. They act with humility and they show goodness.

Teaching is our business and our profession. Great teachers are welcoming, they care deeply. They are passionate about their subjects, their enthusiasm is unwavering. They demonstrate aspiration, optimism and an 'unreasonable ambition'. Great teachers are great learners, they seek not to be the best but to be better today than yesterday.

We make no apologies for our culture of academic rigour and high achievement. High achievement inevitably leads to high attainment. High attainment opens many doors.



UNICATION

WORK

FAIRNESS

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EMPLOYEE
ENGAGEMENT

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ITION

STRESS

How do we behave?

Employee engagement

Employee engagement

The Trafalgar School at Downton is committed to employee engagement. We define this as an approach to the workplace designed to ensure that employees are committed to our goals and values and motivated to contribute to the Schools success.

Our principal drivers are:

- A clear vision and promising direction
- Empowered employees
- A focus on quality
- Customer focused
- Respect and recognition
- Continued professional development
- Equal opportunity

An engaged employee shares our vision and values, is deeply immersed in our work and purpose, is inspired and challenged, is respected and appreciated and goes above and beyond.





How do we behave?

Our shared school values

Our Values

Our values define us and underpin our ambition of a life fulfilled through empowerment.

These values apply to our staff, as well as to our student community.

Respectful

We treat people, including ourselves and our environment, with respect. We show consideration of other people's feelings and wishes

Compassionate

We understand how other people feel and we support each other. We recognise when someone is struggling and we help them

Aspirational

We have strong desire to achieve greatness in everything we do. We are ambitious

Determined

We are focused to achieve, even when a task is difficult. We remain committed to our end goal until we complete it

Inclusive

We treat everyone fairly and equally and we understand that difference is something which makes society better

Integrity

We always do the right thing, even if no-one is watching; has integrity

Towards a life fulfilled





How will we succeed?

What we already are and what we aim to embed; each of us within the organisation has our part to play. We will ensure:



Professional leadership

- Give clear messages and ensure there is a consistent purpose throughout
- Decision making will be shared
- Identify lead professionals with an emphasis on the quality of teaching
- Be outward looking, research based and work collaboratively with other schools

Professional management and Educational scrutiny

- Have clear lines of management
- Have clear job descriptions – Operational activities clearly defined for all staff
- Agree measurable performance goals – Standards, Key Accountabilities and KPIs
- Give ongoing feedback on performance
- Have regular developmental discussion

Agree and communicate a shared vision and goals

- Agree values with all staff
- Ensure consistent practice and goals amongst staff
- Have a plan for developing all staff

Create an inspirational learning environment

- Create an orderly atmosphere
- Provide an attractive working and learning environment
- Work inter-departmentally

Secure high quality teaching & learning

- Organise resources and act efficiently
- Structured, planned lessons with an academic emphasis and progress driven
- Adapt lessons with effective differentiation
- Maximise learning time
- Plan and deliver an effective programme of professional development

Maintain high expectations

- Expect a lot from everyone – ‘an idealistic ambition and unwavering optimism’
- Verbalise our high expectations to students
- Ensure intellectual challenge in all that we do

Maintain positive reinforcement

- Communicate clear 'social norms' and fair discipline: expectations (rules), rewards and sanctions
- Give feedback to students that guides and inspires - intrinsically motivating

Monitor progress

- Continuously monitor individual progress
- Continuously monitor the School's progress

Communicate rights and responsibilities

- Model positive relationships
- Provide positions of responsibility
- Teach students how to take responsibility for themselves and others

Stakeholder engagement

- Involve Parents
- Involve Governors and Trustees
- Involve the local community
- Make links with industry and Further Education
- Work with other professionals





What is our plan?

T30 Strategic Aims and Objectives

At The Trafalgar School at Downton, every student belongs, every voice matters, and every future is bright. Through inspiring teaching, a rich curriculum, and a compassionate community, we nurture confident learners, empower great people, and shape a safe, aspirational future for all.

Our school is on an exciting journey, energised by continuous improvement. This is shaped by the MLP Pathways to Excellence framework and tangible in the five strands of our T30 Strategy which sets out our vision for The Trafalgar School in 2030.

Our purpose is to empower students to be the source of their own success. To achieve this, we have set out five areas of priority:

Great community

At The Trafalgar School, every voice matters and every person belongs. Rooted in respect and compassion, we are a joyful, united community where students and staff flourish, lead, and make a lasting difference in the world around them

Great Experiences

Through inspiring learning, rich opportunities, and a curriculum that broadens horizons, The Trafalgar School empowers every student to discover passions, build confidence, and shape their own future with purpose

Great Outcomes

We believe in every learner. Through aspiration, care, and determination, Trafalgar students achieve exceptional outcomes—ready to thrive in whatever path they choose, with resilience and a love of learning for life

Great People

Trafalgar is a place where people grow. We invest in our staff, value every role, and build a culture of trust, collaboration, and lifelong learning—because great people make great schools

Great Future

We safeguard dreams by building strong foundations. At The Trafalgar School, we plan boldly, act wisely, and embrace innovation—so every child's future is safe, bright and full of possibility





What will it look like?

Our vision for young people

By the time they leave our school our young people will be able to communicate effectively.

They will be able to solve mathematical and scientific problems. They will be able to express themselves creatively and imaginatively. They will have a strong sense of self, a sense of others and a sense of place.

They will make informed choices that effect positively on their own wellbeing.

They will ask questions, be reflective and adaptive; capable of thinking and acting for themselves and ready to join forces with others to achieve a goal.

They will be positive in their mind-set and willing to face up to a challenge.

They will be active and healthy in mind and in body.

Our students will have a keen care for their environment and feel a close connection with their natural world.

Our young people will understand what is right and what is wrong, and stand up for equality and human rights.

They will appreciate other cultures and traditions.

Our young people will be thoughtful, caring and active citizens making a difference to their community and to society.





The Trafalgar School at Downton

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