



# ***Recruitment Brochure***



**THE DEAN TRUST**  
Believe Achieve Succeed

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“Trustees and members of the local governing committee support the school well to ensure it is a highly positive place for staff and pupils. Staff are eager to contribute to the school’s ambitious vision for pupils’ education.”

Ofsted



# Welcome

## From Our CEO



Thank you for your interest in our Trust.

At The Dean Trust, we believe that our greatest strength lies in our people. Our People Strategy is built on a commitment to recruit, nurture, support and develop every member of our team, ensuring that together, we provide high-quality enriching experiences for all of our pupils.

Our vision is clear; to empower every pupil to Believe in themselves, Achieve their potential and Succeed in their journey through life. This is only possible through the dedication and expertise of our colleagues and why we prioritise and invest not only in professional development opportunities but also in wellbeing initiatives. This ensures that every team member feels valued, supported and inspired to become a better version of themselves.

We are ambitious in our vision to be a first-choice employer in the education sector. Whether you are experienced or just starting out in your career, we offer an environment where talent is recognised, potential is nurtured and careers flourish.

If you feel that our Trust is the right choice for your career, please contact us for more information.

**Mr Tarun Kapur CBE**  
Chief Executive Officer



# About The Dean Trust

At The Dean Trust, we are looking for exceptional, talented and passionate people who are dedicated to placing pupils at the heart of everything that they do. We are also committed to identifying, nurturing and empowering talent to become the next generation of specialists and leaders through our dedicated training facility, the Believe Learning Institute

[www.thedeantrust.co.uk/believe-learning-institute/](http://www.thedeantrust.co.uk/believe-learning-institute/)

Whether you are an experienced professional looking to advance your career or just starting your career journey, you will find unparalleled development opportunities for growth with us.

We are proud to have developed a rich, diverse and equitable culture where differences are celebrated and every contribution is valued and respected. We believe that when every voice is heard, we create an environment where both our people and pupils can thrive.

## Our commitment to you

As a Trust your wellbeing is our priority. A healthy mind and body are essential for our people to feel motivated and perform to the best of their ability. We are committed to supporting your wellbeing through a range of wellbeing benefits and programmes.

Our generous Leave of Absence Policy provides paid time off to help support our people through a variety of life events including, house moves, religious festivals, special events as well as those unplanned events such as illness of relatives or support with bereavement leave. Enhanced benefits through our Maternity, Adoption, Paternity and Fertility Policies as well as a considerate approach to flexible working arrangements.

We ensure that our people feel valued and empowered because when you flourish, so do our pupils.

“Relationships between staff and pupils are excellent. Pupils apply themselves to their learning, demonstrate pride in their work and, consequently, most pupils make strong progress from their starting points.”

Ofsted





# Our Journey

The Dean Trust was formed in 2012 with 3 schools in Trafford; 2 secondary and 1 primary.

Following a period of rapid growth, our Trust now comprises 11 schools, 1 all-through primary and secondary, 5 secondary and 4 primary schools. As a Trust we embrace the individuality of each of our schools which allows each headteacher the autonomy to adapt to the individual contextual needs of each of their local communities. We are a Trust which values individuality whilst sharing a collective mission. In parallel to this we have developed a Trust-wide collaborative network of specialists who share and develop good practice and knowledge across our schools.

We provide CPD support through our dedicated training and teacher training facility, the Believe Learning Institute, delivering bespoke programmes aimed at investing and developing our most valuable resource; our people.

Our Central Support Teams are highly skilled, knowledgeable and experienced to provide expert support for all of our schools.

Our growth has been driven by supporting schools in need and often located in areas of deprivation and diversity. Our community focused ethos coupled with our commitment to high standards in teaching, learning and behaviour management, have established us as a trusted partner for parents and stakeholders.

Governance is strong both at Trust Board and local level, as recognised by our recent external governance review, with robust challenge and scrutiny provided by skilled and experienced board members and governors. Despite a challenging financial climate, the Trust has established an excellent record of sound financial performance with a balanced budget and healthy reserves. Equally important are the Trust's excellent relationships with Trade Unions, Local Authorities and the DfE, ensuring open, honest and supportive dialogue between all parties. This ensures our pupils best interests always remain at the heart of all of our decisions.

Our Trust is committed to developing a workplace where everyone, regardless of background, experiences and perspectives, feels valued and supported. By embracing individuality, we aim to create a vibrant environment which is fully representative of the communities that we serve. Joining The Dean Trust means being part of a community that provides equal opportunities for all, tailored high quality CPD and wellbeing programmes to enable our people to thrive.

For the past 25 years the Trust has enjoyed a strong partnership with Manchester United Football Club and we provide exclusive educational provision for players from the age of 12 - 18 years. The CEO and other colleagues have worked hard to maintain and develop this unique relationship.

Many of the schools within the Trust also benefit from working with the Manchester United Foundation and the Liverpool Football Club Foundation.

Additionally, our Trust also enjoys a close relationship with Lord Derby, Knowsley, and his team.



# Our Culture

## Mission



- Put pupils first
- Invest in the most talented, dedicated workforce
- Have an inclusive environment that values diversity
- Provide our pupils with experiences to acquire powerful knowledge, transferable skills, social and cultural capital
- Work collaboratively with our partners to nurture global citizens

**BELIEVE**



## Vision

For all our pupils to **BELIEVE** in themselves, **ACHIEVE** their potential and **SUCCEED** in their journey through life



## Values

- Diverse & Inclusive
- Compassionate
- Ambitious
- Aspirational
- Dynamic & Innovative



## Expectations

- Honesty
- Respect
- Tenacity
- Commitment
- Discipline
- Courage
- Resilience
- Creativity

**ACHIEVE**

**SUCCEED**

# Our Benefits

We continuously strive for The Dean Trust to be a great place to work. In order to achieve this we offer a wide range of benefits to enhance wellbeing in the workplace for all our employees.



## Conditions of Service

We adopt national terms and conditions for all teaching and non-teaching employees.



## Occupational Sick Pay

Generous sick pay scheme, entitlement dependent on length of service.



## Continuous Service

Recognition of local government continuous service.



## Family Friendly Policies and Leave of Absence

Paid leave which supports a wide range of circumstances, including family emergencies and religious festivals.



## Health Care Cash Plan

We are excited to be part of the Simply Health Care Cash Plan. The Trust will fund membership for all employees to receive money back on healthcare services.



## Preferential Admission

Employees with two years at the Trust will benefit from preferential admissions arrangements for their children.



## Free places to school-run Holiday, Breakfast and After School Clubs



## The Believe Learning Institute

Access to high-quality professional learning and development programmes through our dedicated training centre.



## Recognition Awards

Financial awards in recognition of long serving employees.



## Employee Assistance Programme

Free and confidential counselling service available 24/7.



## High Street Benefits and Discounts

Access to a variety of shopping discounts at national online and high street retailers.



## Cycle to Work Scheme



## Pension and Death in Service Benefit

Automatic enrolment into either the Teachers Pensions Scheme or the Local Government Pension Scheme for non-teaching employees.



## Annual Leave

Generous annual leave entitlement for non-teaching employees.



# Our Schools

The Dean Trust consists of 4 primary schools, 1 through school and 6 secondary schools in 4 Local Authorities: Manchester, Trafford, Knowsley and Wigan.

**4**  
Local  
Authorities



**11**  
Schools



**9000+**  
Total  
Pupils



**1100+**  
Total  
Employees





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Believe Achieve Succeed

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