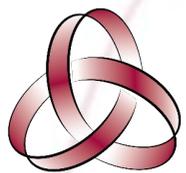




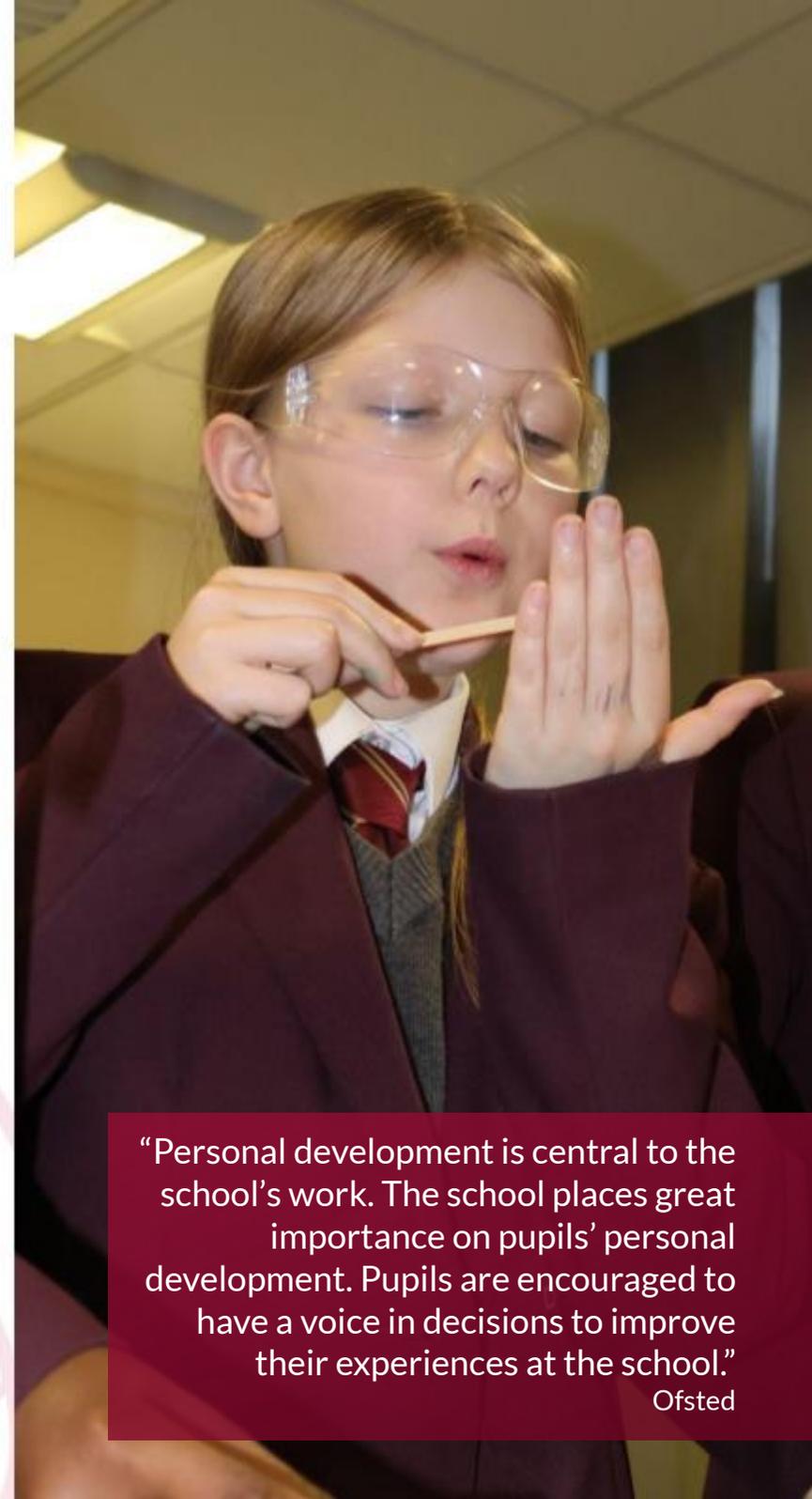
# *Recruitment Brochure*



**DEAN TRUST** Wigan

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“Personal development is central to the school’s work. The school places great importance on pupils’ personal development. Pupils are encouraged to have a voice in decisions to improve their experiences at the school.”

Ofsted

# *Welcome*

## *From Our Headteacher*



We always place children at the heart of our planning and we pride ourselves on the relationships that our staff have with our pupils, caring for them throughout their education. All of our work is founded on simple principles and a 'no nonsense' approach towards education, with respect at the heart of our work. To achieve this we strive to employ, retain and develop the best possible staff who also believe that every pupil can do their best given a chance and encouragement. In addition, we also strive to deliver a first-class education based on high quality teaching, support and experiences outside of the classroom.

At The Dean Trust we believe that success should be measured by both academic progress and achievement and also by one's personal and social development, contribution to our community and to society. We also work closely with families to ensure that all our pupils are committed to learning and develop the character necessary to take advantage of all of the opportunities we provide.

We very much welcome visitors and I strongly encourage you to arrange a visit so that you can experience Dean Trust Wigan first-hand. I look forward to welcoming you to Dean Trust Wigan.

**Mrs Jennifer Evans**  
**Headteacher**



# About Dean Trust Wigan

## Type

Secondary Academy age 11-16 years

## Capacity

1025

## Admission

This school has its own admission policies for Year 7 to 11

Dean Trust Wigan is an 11-16 mixed sex comprehensive school at the heart of our community; a friendly and inclusive school, with high expectations and high standards for staff and pupils alike. We are a rapidly improving school and have in the last 12 months made great strides in improving pupil attendance, adherence to routines and enriching our curriculum. Testament to this is our recognition as a Rainbow Flag school. This recognises us as an inclusive environment for our LGBT+ community. We are proud to recognise and support our LGBT pupils and their allies through our pupil voice, curriculum offer, pastoral care and within our wider community of governors and parents.

Dean Trust Wigan also holds Rights Respecting Schools Silver status, one of only 4 secondary schools in the North West. The Award recognises achievement in putting the United Nations Convention on the Rights of the Child at the heart of a school's planning, policies and practice. A Rights Respecting School is a community where children's rights are learned, taught, practised, respected, protected and promoted.

We are embedding our Community of Belonging, ensuring that all children feel seen and heard, and are clear on how to behave in order to become the best version of themselves. If you would like to be part of our journey, and in securing excellent personal and academic outcomes for all of our pupils in a 'High Trust, High Challenge and High Support' professional environment, we would love to hear from you!



“The school has high expectations for pupils’ academic achievement, including for pupils with special educational needs and/or disabilities (SEND). The needs of pupils with SEND are quickly and accurately identified.”

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.

“The school has a sharp focus on improving the quality of education. The curriculum is ambitious and well thought out.”  
Ofsted



# 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 Simplyhealth 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



**The Dean Trust**  
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Sale  
M33 5BP



**THE DEAN TRUST**  
Believe Achieve Succeed

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