



Recruitment Brochure



THE DEAN TRUST
Lord Derby Academy

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Welcome

From Our Headteacher



Lord Derby Academy is part of the Multi-Academy Dean Trust. All schools across the Dean Trust embrace the Trust motto 'Believe, Achieve, Succeed'. Lord Derby Academy caters to approximately 1100 pupils, aged 11-16.

At Lord Derby Academy we uphold the highest of standards. Our ethos is built on care and aspiration for our whole school community. We are fully inclusive in our outlook and we have robust pastoral systems in place. We strive to develop the character of our pupils and so we offer a wide range of enrichment opportunities, both inside and outside the classroom. Our House System and our Pupil Parliament are developing pupil leadership at all levels. We encourage our pupils to become responsible citizens, ready for life in the wider society. Our traditional curriculum has been carefully designed to match the abilities, interests and aspirations of pupils and to meet with the requirements of further education providers and employers.

We operate a three-year Key Stage 3 and a two-year Key Stage 4. Pupils enjoy a wide range of subjects across both Key Stages and the majority of our pupils access the full suite of English Baccalaureate subjects at Key Stage Four. Pupils across the Dean Trust follow common learning pathways. Teaching practice at the school is founded on the pedagogical principles of Dr. Doug Lemov. At Lord Derby Academy we are unwavering in our belief in every pupil and we work tirelessly to ensure each individual child receives a quality educational experience and is set on a personal pathway to success.

Miss Vicky Gowan
Headteacher



About Lord Derby Academy

Type

Secondary Academy age 11-16 years

Capacity

1100

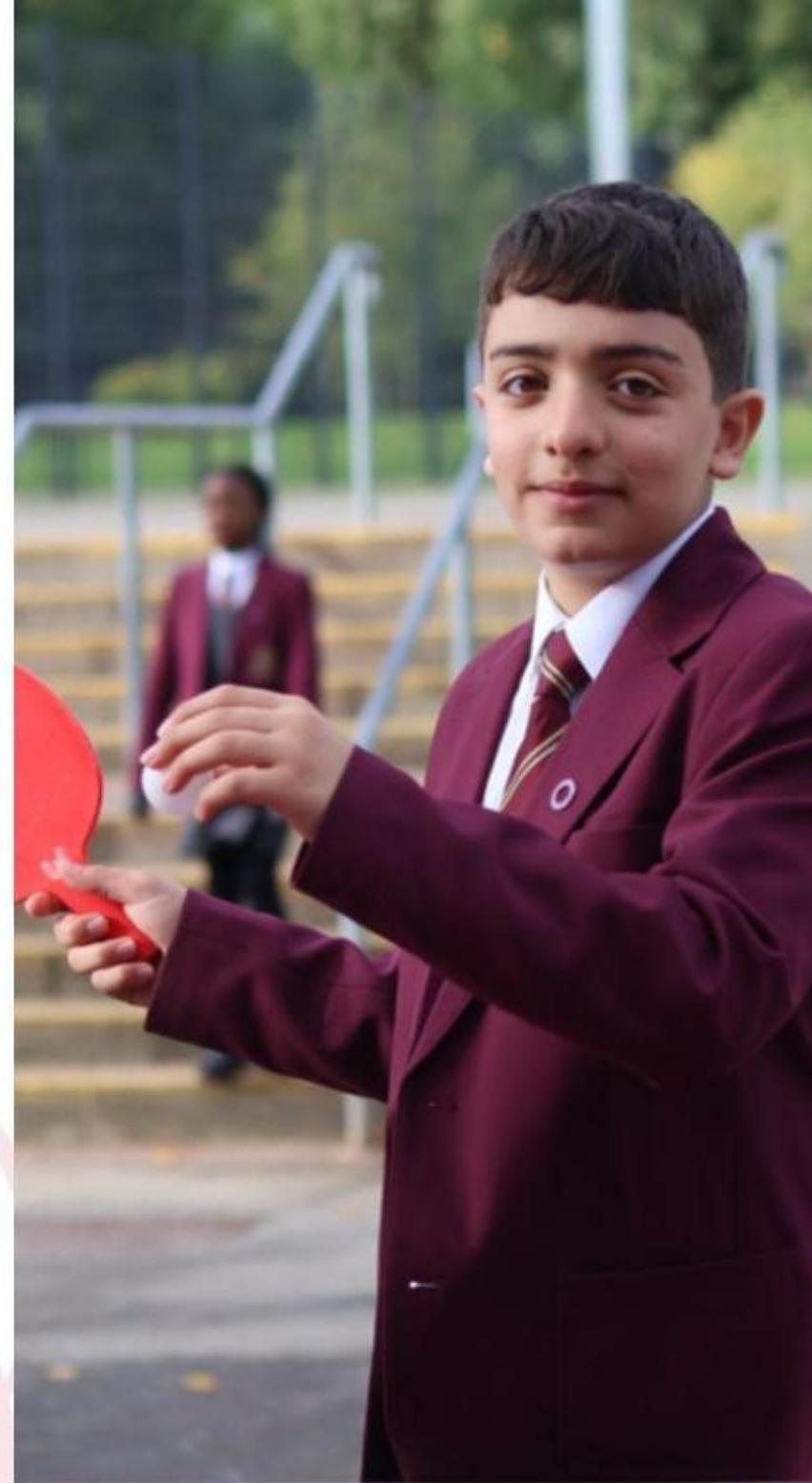
Admission

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

Lord Derby Academy is founded on an ethos of aspiration, inclusion and equity for all. We uphold the highest of standards. We are unwavering in our ambition for every young person and we work tirelessly to ensure each individual receives a quality educational experience and is set on a personal pathway to success.

The LDA Equality Charter ensures our whole school community feels valued and the LDA House System and Pupil Parliament develop pupil leadership at all levels. We encourage pupils to become responsible citizens, ready for their future career pathways and life in our wider society. Through our Personal Development offer, we enable our young people to understand, appreciate and contribute to their place in the world.

Our carefully designed curriculum is broad, balanced and inclusive. We also provide a rich variety of enrichment activities to further expand horizons and to deepen knowledge and skill. The school has held the Inclusion Quality Mark for four consecutive years and we secured Flagship Status in this domain in January 2023. At Lord Derby Academy we fully embrace and enact The Dean Trust motto: **Believe Achieve Succeed.**



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.

Mrs Jane O'Brien
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/.

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.



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



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