



THE DEAN TRUST
Believe Achieve Succeed

Lord Derby Academy



Recruitment Brochure
Applicant information pack



CONTENTS

- **Welcome from the Headteacher**
- **Joining the Dean Trust**
- **Meet the Team**
- **LDA New Staff Induction Programme**

HEADTEACHER'S WELCOME

Dear Prospective Candidate

I would like to thank you for taking the time to read our recruitment brochure. I hope you receive all the information you need to enable you to make a considered decision about applying to our school. Please know that you are also welcome to visit the school in person, either during the school day or out of hours.

I have been the Headteacher at Lord Derby Academy (LDA) for eight years. It is a real privilege to fulfil this role. Without doubt, it is the sense of **team spirit** and the **dedication of all staff at LDA that make it an incredible place to work.**

I endeavour to lead a school in which **staff are truly valued** and where they can thrive professionally. LDA has held a 98% staff retention rate for many years now and I would like to think this is because **staff feel respected** and that they are **treated fairly**, equitably and with integrity at LDA. Our **staff-well-being group** and our emphasis on **staff voice** undoubtedly have key roles to play, but staff often tell me it is our organised, well-communicated and supportive approach which most helps them to deliver effectively in their respective roles and to enjoy their professional lives.

You will be aware that LDA was graded as Good by Ofsted in June 2023. A key line for me in the Ofsted report is '**staff are immensely proud to work at this school**'. I hope that this statement would quickly apply to you, should you be appointed to LDA.

To join LDA is to join a close-knit team of school staff and a wider network of **committed colleagues** across The Dean Trust. We work together to positively impact the lives of our young people and we hold true to The Dean Trust motto '**Believe, Achieve, Succeed**' in all that we do.

I hope to have the opportunity to get to know you in the near future and I look forward to the possibility of welcoming you into the Lord Derby Academy school community.

With kind regards,

Victoria Gowan

Headteacher



Victoria Gowan
Headteacher

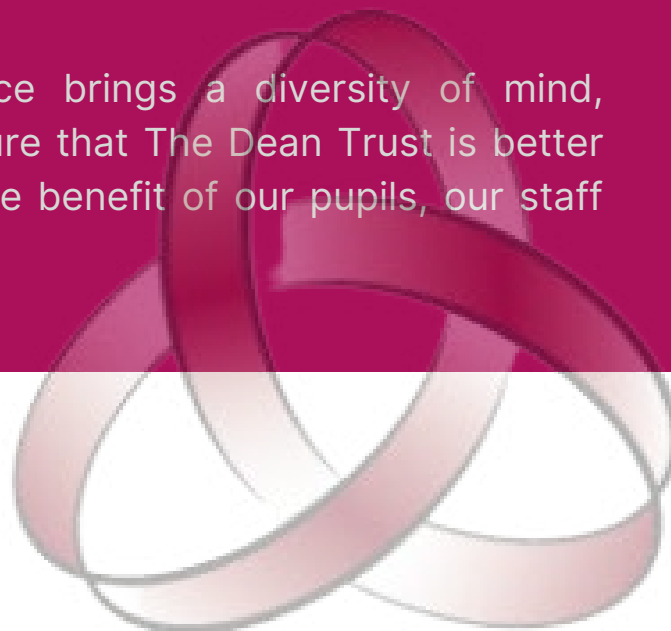


JOINING THE DEAN TRUST

The Dean Trust aspires to employ talented, passionate and dedicated people who always put our pupils at the heart of everything that they do. As a Trust, we are not insular and look to the best in industry and commerce to learn from and support our journey.

The Dean Trust is committed to creating a workplace where everyone feels respected, safe and able to express their individuality. We are working to achieve this through a diverse, inclusive and equitable organisation. We are committed to listening to our community, actively seeking support from within or beyond our Trust and we are embedding ongoing professional development that increases understanding of and encourages tackling of inequity and discriminatory behaviour. Through our recruitment practices, we are working to remove actual or perceived barriers to access, so that we can attract a diverse range of applicants.

We believe that a more diverse workforce brings a diversity of mind, experience, opinion and ideas. This will ensure that The Dean Trust is better placed to further improve our schools for the benefit of our pupils, our staff and the communities that we serve.



MEET THE TEAM



**Dean Trust CEO
Tarun Kapur**



**LDA
Chair of Governors
Ian Marshall**

**Headteacher
Miss Gowan**



**Senior Deputy Headteacher
Quality of Education
Mrs Ellis**



**Deputy Headteacher
Pastoral
Mr Wallace**



**Assistant
Headteacher**

Quality of
Education KS4

Miss Morrison



**Assistant
Headteacher**

Quality of
Education KS3

Mr Young



**Assistant
Headteacher**

Pedagogy &
Practice

Mrs Phillips



**Assistant
Headteacher**

Designated
Safeguarding Lead
Professional
Development
Mrs Sergison



**Assistant
Headteacher**

Pastoral
KS4

Miss Pope



**Assistant
Headteacher**

Pastoral
KS3

Mrs Hampson



NEW STAFF INDUCTION

The induction programme is well thought out and addresses areas that I had queries about as a new member of staff. The orientation day and the informal meeting with the Headteacher and Deputy Headteacher was a very welcoming experience.

At Lord Derby Academy, leaders are committed to supporting staff well-being and continuing professional development. We believe that investing in a purposeful induction programme will support new members of the LDA community to:

- acclimatise to a new working environment
- feel welcomed and valued as a member of Team LDA and The Dean Trust
- Integrate into a new role with confidence
- become a productive and positive asset to the organisation

How does it work?

All new staff welcomed into Lord Derby Academy will :

- partake in an Orientation Day
- meet with line manager re: specific role and responsibilities
- receive key information/policies as per standard induction
- meet informally with the Headteacher/Deputy Headteacher towards the end of the first term

Our bespoke induction programme facilitates holistic and role-specific induction activities whilst complementing everyday CPD opportunities for the duration of the first term at LDA. The induction offer will further support transition into Lord Derby Academy in line with career stage. The programme has been flexibly designed to allow professional autonomy in completion. Time frames will be determined in conjunction with the individual line manager.

Early Career Teachers will follow the Best Practice Network Programme for induction and are welcome to take advantage of the activities on offer as part of the LDA Induction Programme.

Meeting as a group to discuss the programme made me feel like I wasn't the only 'newbie'. You can familiarise yourself with others who are new to LDA, so during your settling in period it feels like you have a good support network catching up with each other to see how we are all getting on.