

Chief Education Officer

Recruitment Brochure



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Welcome from our CEO Jane O'Brien

Thank you for your interest in the role of Chief Education Officer at The Dean Trust. This is a new role, created to bring together all aspects of the educational strategy across our schools, ensuring we consistently deliver an excellent education to all our children. With four primaries, six secondaries and one all-through school across the Trust, we educate around 9000 pupils. Please take time to look at the demographics of our schools - we serve predominantly, but not exclusively, in areas of significant disadvantage across the regions of Knowsley, Wigan, Trafford and Manchester and we are looking for applicants who understand how to work most effectively within these communities and eliminate barriers to achievement.

We are looking for a colleague who is an expert in the school improvement field and can demonstrate significant success in school improvement as a leader, including raising outcomes. The Trust benefits from strong practice in its business functions to support its educational aims and the successful colleague will be able to work collaboratively and effectively with peers leading these functions, who also directly report into the CEO.

Our Headteachers are a real strength and they are very supportive of each other. The successful candidate can expect a warm welcome from them. Having joined the Trust myself in September 2025, I can attest to this personally. We have some unique features in our schools around personal development and access to extra-curricular opportunities as a result of our association with professional sports clubs, but we are keen for our new Chief Education Officer to really expand on our offer to accommodate more talent paths and interests and look to the arts as well as sporting opportunities. As a host for the Turing Maths Hub, we are also keen to develop our mathematics provision across all of our schools.

If you feel you have the expertise and vision to drive our education strategy forward and lead a team of school improvement professionals, we would welcome your application.

Jane O'Brien
Chief Executive Officer

"From members through to LGCs this is a values-led organisation in which people are focused on ensuring the best possible education for children."

External review of governance, January 2025

Our Trust

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.

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 occasions as well as 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.



"Trustees and senior staff have a strong working relationship, one of mutual respect and trust, but where challenge is expected and encouraged."

External review of governance, January 2025

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

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

BELIEVE

ACHIEVE

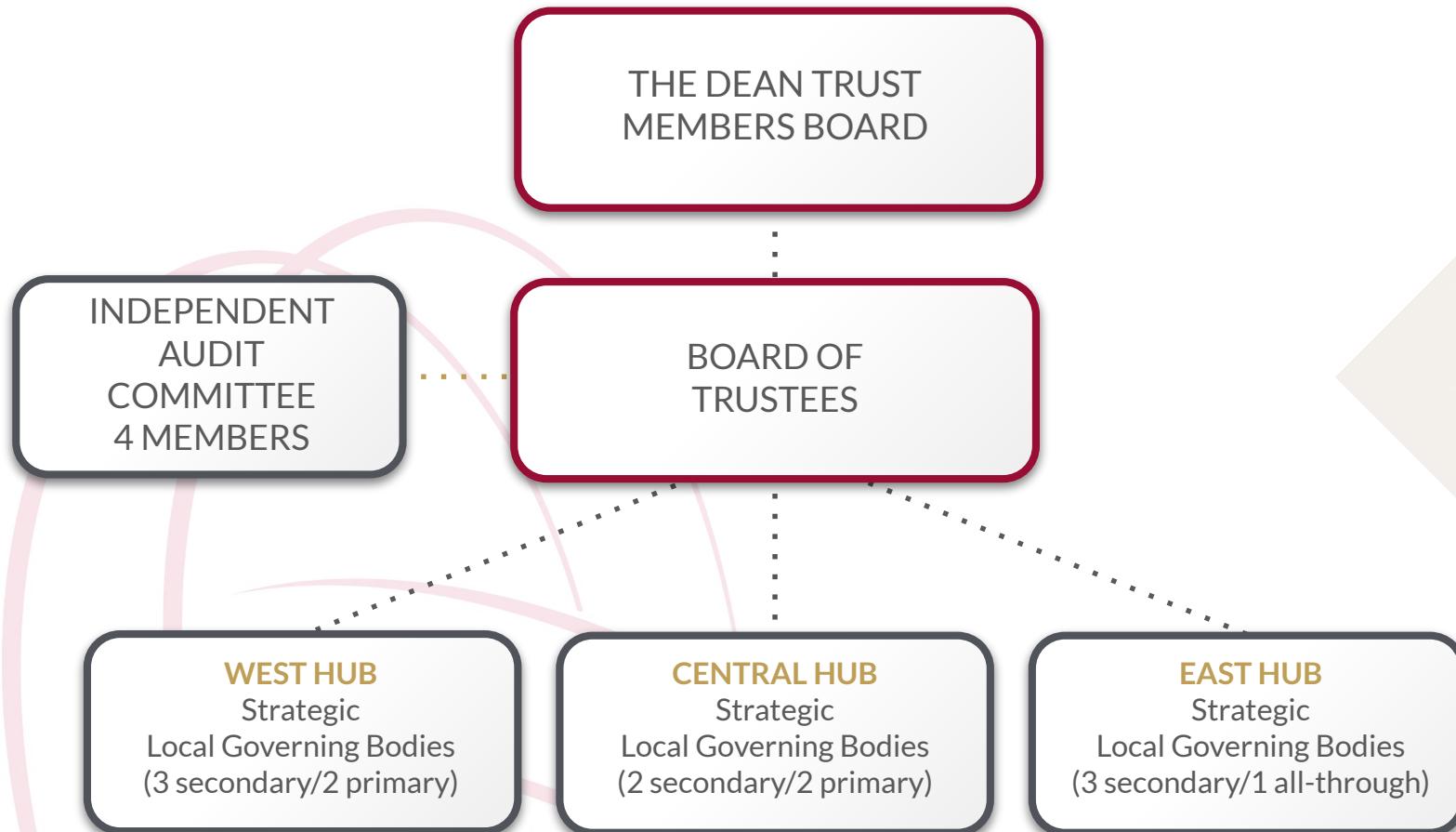
SUCCEED



"Accountability has been held through well established relationships, trust, transparency, and all parties being fully committed to working towards a shared purpose."

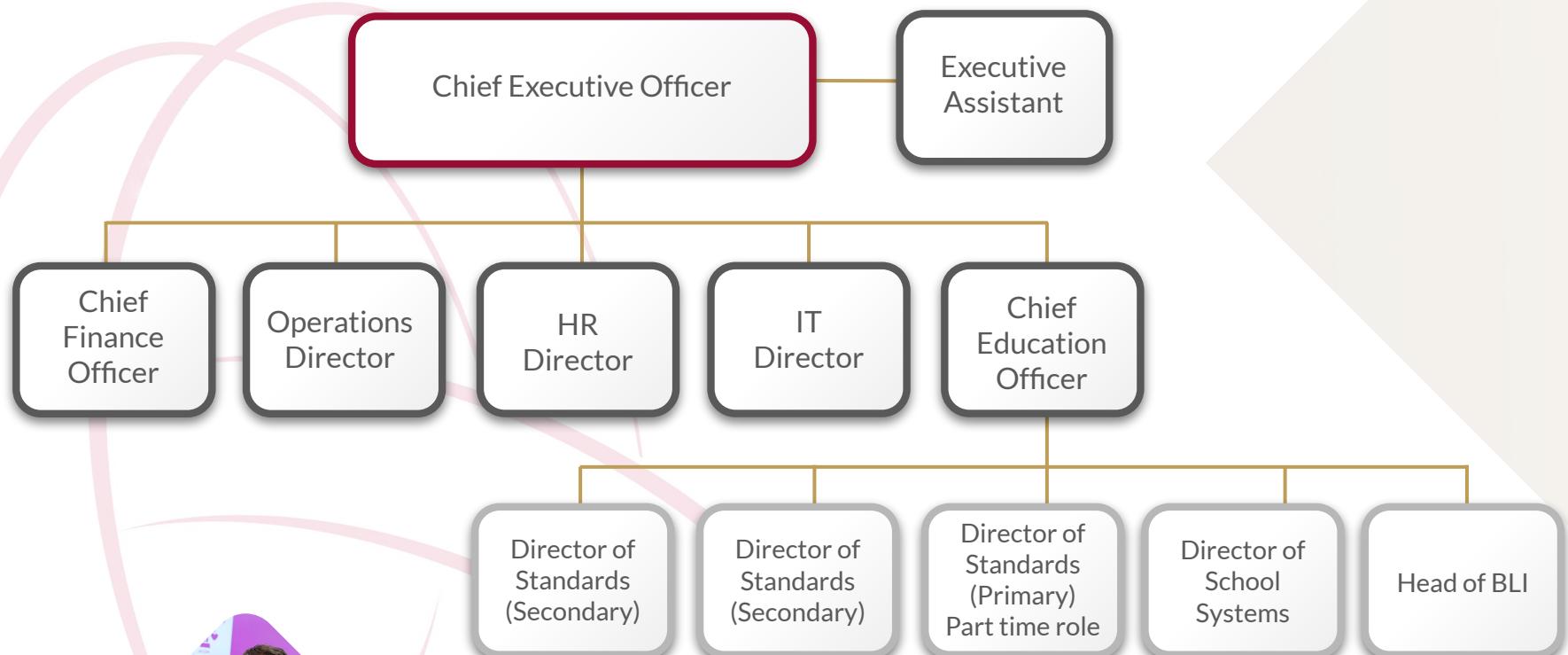
External review of governance, January 2025

Our Governance Structure



Our Leadership Structure

THE EXECUTIVE AND SENIOR LEADERSHIP TEAM



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.



Annual Flu Jab



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 comprises, 1 all-through school (primary and secondary), 5 secondary schools and 4 primary schools located across 4 Local Authorities: Manchester, Trafford, Knowsley and Wigan.

4
Local
Authorities

11
Schools



c9000

Total
Pupils

c1100

Total
Employees



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Sale
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THE DEAN TRUST
Believe Achieve Succeed

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