



David Ross Education Trust

Broadening Horizons

# CANDIDATE PACK



“

It is my belief that British education needs to be broader in the experiences and opportunities that it provides for young people. The 21st-century workplace needs open-minded and creative thinkers who are able to address the challenges of our times.

This is why a David Ross Education Trust education is compellingly different. As a leading multi-academy trust, we are committed to giving every student attending one of our schools a world-class education. An education that creates academically gifted, confident, well-rounded young people in the classroom, in the workplace and in their communities.

We pride ourselves on our academic rigour, driven by talented, dedicated and inspiring teachers who help our students to fulfil their true potential. We believe in opening our students' eyes to the world around them. We do this through the only academy-wide enrichment programme of its kind within the state education sector. A programme that gives our students access to the kinds of life-changing experiences normally only available at fee-paying schools.

Our promise to every student at one of our schools is clear; we will help them to become their confident, all-round best. ”

**David Ross**

Sponsor

## CONTENTS

Introduction	2
Executive Summary	3
Our Mission, Our Vision, Our Values	4
The DRET Way	5
Our Team	7
DRET Benefits and How to Apply	8

# EXECUTIVE SUMMARY

David Ross Education Trust (DRET) is a network of unique and diverse academies across the country, committed to delivering a world-class, knowledge-rich education that empowers pupils to reach their fullest potential. Spanning North Yorkshire, East Riding, North East Lincolnshire, the East Midlands and London, our network of 37 academies serves over 14,600 pupils and employs 2,300 dedicated staff.

Our family of schools includes 25 primaries, 10 secondaries, an all-through school in London's Olympic Park, and a special school in Lincolnshire supporting pupils aged 2–19 with a broad range of special educational needs. As one of only 11 system leaders nationwide, we are recognised for our unwavering commitment to educational excellence, our innovative curriculum, and ability to drive sustained school improvement at scale. At the heart of our Mission is a deep belief in

the transformative power of education. We are committed to ensuring that every child – regardless of their background – has access to an exceptional academic experience enriched by extensive co-curricular opportunities. From small rural primaries to large urban secondaries, our academies benefit from the strength of a collaborative, values-driven community, in which expertise is shared, best practices are embedded, and each school retains its distinctive character.



# OUR MISSION, OUR VISION, OUR VALUES

Our mission, vision and values are instrumental to everything we do. We believe they represent all we have achieved so far and will continue to strive for in our future years.

## Our Mission

To broaden the horizons of our pupils through the provision of a world-class education.

## Our Vision

A world-class education that is ambitious, broad and knowledge-rich, and that equips our pupils to live full, rich and successful lives.

## Our Values

We are unashamedly ambitious for the quality of care and all-round education of the children and young people we serve. We want to provide access to outstanding opportunities within the classroom and beyond.

We are highly aspirational and expect all of our students and staff to aim high for themselves and to support each other in those aspirations. We will provide staff with the skills and knowledge to teach well and create a culture where high performance is expected.

We are courageous in our approach, supporting and standing up for each other, thinking big and not being afraid to try new ideas and strategies in the pursuit of excellence.

We are respectful of each other regardless of age, identity and background, creating an environment of calm, scholarly endeavour in our classrooms and respecting the professional integrity of all staff across academic and business functions.



# THE DRET WAY



At DRET we are committed to providing a world-class education that combines the best of the independent and state sectors. While our academies reflect the diverse communities they serve, they are united by a shared ethos and a relentless ambition for excellence. Our approach ensures that every pupil, regardless of background, has access to exceptional teaching, enrichment, and opportunities that prepare them to thrive in an ever-changing world.

## Our Approach

The DRET Way is built upon a set of core principles that shape every academy within the Trust. At the heart of our approach is **academic excellence**, with a rigorous, knowledge-rich curriculum delivered by expert educators who inspire and challenge pupils to achieve their full potential. **Our house system** fosters a culture of teamwork, leadership, and a strong sense of belonging, ensuring that every student feels part of a supportive community.

Beyond the classroom, we are committed to **extensive co-curricular opportunities**, enriching pupils' experiences through sport, music, and the arts. An **early and relentless focus on literacy** underpins all learning, ensuring that every child develops

the foundational skills necessary for lifelong success. We maintain **high expectations** through a clear uniform code that instils personal responsibility and pride in every student.

While each of our schools retains its **local leadership** and unique identity, they all benefit from the collective strength, expertise, and ambition of the Trust. Local Governing Bodies and each Principal within the DRET family are encouraged to exercise their autonomy within the Trust's wider framework.

Through these shared commitments, we are raising aspirations, transforming outcomes, and broadening the horizons of every child in our care.

## Outstanding Opportunities

A DRET education extends far beyond the classroom, ensuring that pupils have access to the same opportunities traditionally found in leading independent schools. Our enrichment programme is designed to inspire, challenge, and equip students with the skills needed for success in life.

Through partnerships with outstanding organisations and individuals, we provide:

- Elite coaching and specialist tutoring across sport, music, and the arts.

- Flagship competitions and national events, fostering ambition and resilience.
- A diverse range of cultural, leadership, and adventure opportunities that shape well-rounded individuals.

These experiences not only enhance academic success but also develop character, confidence, and leadership skills – ensuring that our pupils stand out in higher education and the workplace.

# THE DRET WAY



## A World-Class Education

Every DRET academy is on a clear pathway to excellence. Our approach ensures that all schools benefit from shared expertise, best practices, and structured support to achieve the highest standards.

To deliver this vision, we are:

- Implementing a standardised school transformation model, ensuring every academy is on the path to outstanding.
- Embedding a challenging, knowledge-rich curriculum taught by inspiring educators.

- Using data-driven insights to enhance teaching and student outcomes.
- Investing in teacher training and leadership development, ensuring our staff are among the best in the profession.

We believe that every child, regardless of background, deserves a world-class education, and we are committed to making this a reality in every DRET school.

## Continued Development

Our commitment to excellence extends to our educators. As a Teaching School Hub, DRET plays a vital role in teacher and leadership development, supporting schools across North Lincolnshire and North East Lincolnshire. Through the Early Career Framework and National Professional Qualifications, we ensure that every teacher receives the training and

support needed to excel in the classroom.

By working in partnership with Lincolnshire Research School and designated Curriculum Hubs, we make it easier for schools to access cutting-edge educational expertise, ensuring that every child benefits from exceptional teaching.



# OUR TEAM



The Trust is powered by a team of over 2,300 dedicated staff, all committed to transforming the life chances of young people across our network. While the Trust provides the strategic framework and operational foundations, our success is driven by the collective efforts and achievements of those who work within it. This shared commitment is guided by the vision of our Trust Board and supported by a highly skilled Executive Team that ensures best practice and innovation are embedded across all aspects of our work.

---

## Executive Team

DRET's Chief Executive Officer leads a high-performing Executive Team, composed of both educational and central services professionals, including:

- **Chief Executive Officer**
- **Executive Director of Secondary**
- **Executive Director of Primary**
- **Director of HR**
- **Chief Finance Officer**
- **Director of Operations**
- **Director of Governance**

This team is further supported by specialist education leaders in both the Primary and Secondary Education Teams, as well as the Heads of Service across key operational areas, including Finance, HR, IT and Data, Estates and Capital Programmes, Primary Operations, Data Protection and Compliance, Procurement, Sports Enrichment and Music. Together, this leadership structure ensures rigorous academic standards, operational excellence, and strategic growth, enabling DRET to continue delivering an outstanding education for every child within our academies.





# DRET BENEFITS AND HOW TO APPLY

## Benefits

- 31 days annual leave plus statutory public holidays
- Access to Local Government Pension Scheme
- Family Friendly policies
- Benefits Platform : Health & Wellbeing Programme : Cycle to Work Scheme.

## How to Apply

We ask all applicants to complete our on-line application form via the Apply Now button on the vacancy advertisement.

---

*DRET is committed to safeguarding and promoting the welfare of children. The successful candidate must be willing to undergo an enhanced disclosure through the Disclosure and Barring Service. DRET's safer recruitment policy is available on request.*

*Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.*

*As an equal opportunities employer, we encourage applications from suitably qualified candidates irrespective of background. If for any reason you require adjustments to support your application, please let us know in confidence.*





# David Ross Education Trust

Broadening Horizons

**David Ross Education Trust**

Thorpe Hill | Loughborough | Leicestershire | LE11 4SQ

