



# ***Recruitment Brochure***



**THE DEAN TRUST**  
**Broad oak School**

# *Contents*

- Welcome from our Headteacher
- About Our School
- Welcome from our CEO
- About The Dean Trust
- Our Benefits
- Our Schools



“curriculum... that it is ambitious for all pupils, including those with SEND.”

Ofsted 2024

# *Welcome*

## *From Our Headteacher*



Broadoak School is at the heart of our community. It is a school which offers a wealth of exciting opportunities and experiences for our young people.

At Broadoak, we offer a broad, balanced and aspiring curriculum. Our curriculum ensures that our young people are challenged as well as providing them with the springboard to follow a wide range of pathways and opportunities when they leave us at 16.

We have consistently high standards which are understood and appreciated by all members of our school community. These high standards are evident from the moment you enter our school and are a major factor in driving the school forward to continued success.

Broadoak has a team of staff who are professional, passionate and committed to providing an excellent education for all of our young people. Teaching and Learning and pastoral care are a considerable strength of the school and ensure that our young people are prepared for life beyond Broadoak.

Our record of improvement and strong examination results bear testament to our everyday practice. We would welcome the opportunity to allow you to experience our great school for yourselves.

**Mr John Knowles**  
**Headteacher**

**Believe Achieve Succeed**  
**Providing opportunities, improving lives**

# About Broadoak School

## Type

Secondary Academy age 11-16 years

## Capacity

640

## Admission

This school has its own admission policy for Year 7-11

Broadoak School is proudly built upon a tradition of providing exceptional opportunities for our young people. We set high academic standards by purposely ensuring our curriculum offers the breadth to meet individual needs, remaining ambitious and forward-thinking for our young people.

We aim to provide each young person with the skills and qualifications to access further education or the world of work, whilst actively encouraging them to become responsible citizens in both the local community and in wider society through our exceptional Personal Development offer.

The school has very talented and dedicated staff, who are determined to provide the best quality teaching and support for all young people in a caring environment.

We live to our mission of "Providing opportunities, improving lives "



"Broadoak School is a warm and welcoming place. Pupils understand the importance of respecting the differences between each other. As such, they are courteous and friendly."

Ofsted 2024

# 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/](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.



“Pupils in leadership positions such as the equality, diversity and inclusivity ambassadors enjoy helping other pupils to broaden their understanding of different cultures. This helps to create a sense of community and belonging across school.”

Ofsted 2024

# 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**  
Cecil Avenue  
Sale  
M33 5BP



**T: 0161 973 1179**  
**E: [tdtooffice@thedeantrust.co.uk](mailto:tdtooffice@thedeantrust.co.uk)**  
**W: [www.thedeantrust.co.uk](http://www.thedeantrust.co.uk)**  
Registered in England 8027943