



# ***Recruitment Brochure***



**THE DEAN TRUST**  
Ashton on Mersey School

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“Trustees and members of the local governing committee support the school well to ensure it is a highly positive place for staff and pupils. Staff are eager to contribute to the school’s ambitious vision for pupils’ education.”

Ofsted



# Welcome

## From Our Headteacher



Ashton on Mersey School is one of the most popular and oversubscribed schools in the region with a reputation for excellence and aspiration. As Headteacher, I am proud to lead a team of people who truly believe that every pupil should achieve or exceed their potential.

Our mission statement is:

**'Together, we will be the best we can be.'**

This mission lives and breathes in every area of our school community with the development and progression of all colleagues central to our culture of collaboration and support. Whether you are joining us for the first time or continuing your journey here, I thank you for your interest and encourage you to become part of the Ashton on Mersey story.

Every member of our school is committed to a culture of high academic standards and is passionate about creating and embracing rich and diverse opportunities for young people. Such opportunities grow from a

team of committed people who thrive on the continuing professional learning pathways and programmes that Ashton on Mersey School and The Dean Trust provide. The school is also the home of The Believe Learning Institute which is the trust's centre for professional learning; is a provider of School Centred Initial Teacher Training (SCITT) and is a designated National Maths Hub (Turing NW Maths Hub), leading Mathematics programmes across the region. In addition, the school also has a longstanding partnership with Manchester United Football Club.

We are unwavering in our commitment to providing a first-class education for young people; for this to remain a reality we need the very best people who hold true to the Dean Trust motto of:

**Believe Achieve Succeed**

I look forward to working in partnership with you.

**Mr Lee McConaghie**  
**Headteacher**

# About Ashton on Mersey

## Type

Secondary Academy (with Sixth Form) ages 11-18 years

## Capacity

Year 7-11: 1270; Year 12-13: 300

## Admission

This school has its own admission policies for the main school (Years 7 to 11) and in the Sixth Form (Years 12 and 13)

Ashton on Mersey School is in the central hub of The Dean Trust and serves the community of Sale and beyond. As part of our team you can contribute, collaborate and lead on many established areas that shape our school culture. The school has:

- An ambitious co-produced curriculum at key stages 3 and 4 leading to a full A-Level and vocational qualification offer in Key Stage 5 at our thriving sixth form.
- A reputation for securing examination results that are consistently strong; maintaining our reputation for ensuring pupils achieve the highest possible outcomes at Key Stages 3, 4 and 5; above all national averages.
- Modern, innovative and high-quality facilities with the latest technology solutions accessible to all staff and pupils and with sports facilities that rank alongside some of the best in the country.
- An exceptional character and personal development programme which involves a renowned provision of extra-curricular activity with specialism in Sport and Performing Arts.
- A dedicated group of teaching and support staff that lead excellent pastoral care in an inclusive school which maintains a traditional expectation with regards to standards of behaviour.
- Direct access to the Believe Learning Institute (The Dean Trust's centre for professional learning including leadership development), Turing NW Maths Hub and SCITT; all based on site.
- A thriving sixth form which provides a full suite of A-Levels and a comprehensive level 3 vocational offer.
- World class opportunities and partnerships forged with national and international partners including Manchester United Football Club with whom we have provided an educational package for youth players for over 25 years.



Foundation

# 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.

**Mr Tarun Kapur CBE**  
**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.



“Relationships between staff and pupils are excellent. Pupils apply themselves to their learning, demonstrate pride in their work and, consequently, most pupils make strong progress from their starting points.”

Ofsted



# 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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**THE DEAN TRUST**  
Believe Achieve Succeed

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