

## THE DEAN TRUST'S VALUES AND ETHOS

As part of our protocols, we have a number of over-arching aims and a mission that pervades all of our schools and academies as follows:

### Our Mission

- We always put 'pupils first'
- We follow Local Authority admissions criteria
- We believe that local children should attend local schools and we are not selective
- We are fully inclusive and welcome children from vulnerable groups e.g FSM, SEND, LAC etc
- We continuously provide high quality professional development for all of our staff
- We follow the School Teachers' Pay and Conditions and National Joint Council conditions of service
- We work positively with trade unions and actively involve them in our decision making
- We play our full role in behaviour partnerships/hard to place protocols
- We always put collaboration before competition

### Aims

- To work in the areas of greatest challenge
- To move all academies in the Trust to at least 'Good' using The Dean Trust school improvement offer from the centre (Teaching School)
- To sustain improvements by developing character, values and beliefs alongside sound systems and processes
- To ensure that all academies in our Trust adopt The Dean Trust model for success, high aspirations, high standards and continuous improvement throughout the organisation
- To concentrate our operation within a 50-mile radius of the Central Hub to ensure that coverage of the academy group and lead times are manageable and focused
- The Trust would have at the centre The Dean Trust Teaching School and high quality School Centred Initial Teacher Training (SCITT)
- To have high quality academy/school governance at the heart of the process
- To establish a strong centralised 'back office' support service for the academy group which is well resourced and funded to meet operational needs