



*'Igniting the Future'*

**Deal Education Alliance for Learning Trust**



**Application Information Pack**

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## MESSAGE FROM CHIEF EXECUTIVE OFFICER

Dear Applicant

Thank you for your interest in this role within DEALT.

I am proud and privileged to be the CEO of DEALT Multi Academy Trust, a family of nine primary schools all in DEAL, each with its own distinctive ethos and character, all with children at the heart of everything they do. We have a mix of Church of England and non-faith-based community schools and as a Trust, we believe it is important to maintain the distinctiveness of each school.

We are, however, a single organisation working collaboratively to ensure every child develops a love of learning, has high ambitions, and achieves their goals.



We are determined to deliver the very best educational experiences and opportunities for our pupils, and to secure the best possible outcomes. Across all our schools we have a team of highly committed staff, governors and trustees working together to deliver the collective vision of the Trust.

Our ability to make that difference rests on our shared principles, which include an absolute belief in the importance of collaboration and mutual support, and on our recognition of the trust as a family of schools in which colleagues are equally valued.

We want to become the employer of choice for teaching and support staff across the region. Our ability to develop a reputation as an employer of choice depends on two things:

Firstly, we must have in place the systems for internal recognition and support which allow colleagues to thrive and to develop in role.

Secondly, we must be clear about reasonable professional expectations in role, so that colleagues understand what is required of them, and are confident in their ability to deliver.

With your passionate and dedication this is a wonderful opportunity to make a positive impact on the education of our children.

We look forward to receiving your application.

*Jo Hygate*

## THE VISION

DEALT intends to carry out its work by ensuring:

- pupil's well-being and learning is at our core
- a continuous drive for excellence through shared school improvement
- a strong belief in collaborative working
- openness, honesty, mutual respect, and challenge
- local solutions with moral purpose and integrity
- the development of strong learning communities at all levels
- financial transparency, effectiveness, and stability
- respect for the distinctiveness of the character of each school

### Equal Partnerships

The academies are equal partners within The Trust and at all times the partners will strive for consensus in decision making, recognising that each Academy has both strengths and weaknesses. The Academies will seek to preserve and protect each other's distinctiveness and will be respectful of each Academies respective ethos and mission. The Academies will work collaboratively with each other, sharing resources, knowledge, and best practice, to fulfil the Trust's vision.

Together we will ensure:

Every child in DEALT is entitled to and receives high quality education.

Each school is developed into a centre of excellence, with their own distinctiveness.

This will be achieved through: -

- a continuous drive for excellence through shared school improvement and collaboration
- openness, honesty, mutual respect, and challenge
- local solutions with moral purpose and integrity
- financial transparency, effectiveness, and stability
- wellbeing of all
- staffing valued, CPD, pathways for development through DEALT

Central Services Team (based at Northbourne CE Primary School)

We have a team of dedicated professionals who are responsible for managing finance, HR, payroll, Health and Safety and procurement for the Trust. They work closely with each school to provide support, training, guidance, and advice.

## OUR SCHOOLS

Deal Parochial C of E Primary School,  
Gladstone Road, Deal, Kent CT14 7ER  
01304 474464  
[secretary@deal-parochial.kent.sch.uk](mailto:secretary@deal-parochial.kent.sch.uk)



Hornbeam Primary School,  
Mongeham Road, Deal, Kent CT14 9PQ  
01304 374033  
[office@hornbeam.kent.sch.uk](mailto:office@hornbeam.kent.sch.uk)



Kingsdown & Ringwould C of E Primary School,  
Glen Road, Kingsdown, Deal, Kent CT14 8DD  
01304 373734  
[schooloffice@kandrkent.com](mailto:schooloffice@kandrkent.com)



Northbourne CE Primary School,  
Coldharbour Lane, Northbourne,  
Nr Deal, Kent CT14 0LP  
01304 611376  
[secretary@northbourne-cep.kent.sch.uk](mailto:secretary@northbourne-cep.kent.sch.uk)



Sandown School,  
Golf Road, Deal, Kent CT14 6PY  
01304 374951  
[office@sandown.kent.sch.uk](mailto:office@sandown.kent.sch.uk)



Sholden C of E Primary School,  
London Road, Sholden, Deal, Kent CT14 0AB  
01304 374852  
[office@sholdenprimary.org.uk](mailto:office@sholdenprimary.org.uk)



The Downs C of E Primary School,  
Owen Road, Walmer, Deal, Kent CT14 7TL  
01304 372486  
[secretary@downs.kent.sch.uk](mailto:secretary@downs.kent.sch.uk)



Wickhambreaux C of E Primary School,  
The Street, Wickhambreaux, Canterbury, Kent CT3 1RN  
01227 721300  
[christines@wickhambreaux.kent.sch.uk](mailto:christines@wickhambreaux.kent.sch.uk)










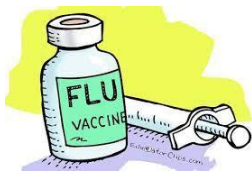



Worth Primary School,  
The Street, Worth, Kent CT14 0DF  
01304 612148  
[secretary@worth.kent.sch.uk](mailto:secretary@worth.kent.sch.uk)



**WORTH PRIMARY SCHOOL**  
"lifelong learning"

**EMPLOYEE BENEFITS**

<p>Teachers Pension</p> 	<p>Local Government Pension Scheme</p>  <p>Kent Pension Fund</p>		
			
<p><b>Employee Wellbeing</b></p> <p>Employee Assistance Programme Financial Management Tools Healthcare Cash Plan 24/7 DoctorLine Workouts Recipes</p>			
<p>Employee Discounts</p> 			
<p>SmartTech</p> 	<p>Travel Benefits</p> 	<p>Cycle to Work Scheme</p> 	<p>Car Schemes</p> 
<p>Free Flu Jabs</p> 	<p>Continued Professional Development</p> 		

## APPLICATION PROCESS

**Arranging a visit:** Applicants are encouraged to visit the school. To arrange a visit or to discuss details of the post please contact the school office.

**Applications:** Applications will only be accepted via Kent Teach.

Shortlisted candidates will be required to complete a self disclosure form as part of our duty to safeguard pupils before interview (details will be sent via email with the invite to interview).

When completing your application, please ensure that all sections are completed, gaps in employment history are accounted for and details of awarding bodies included. Please ensure names and email addresses for referees are current and that you have sought permission.

You should refer to the job description and person specification to guide your supporting statement. Your supporting information should be no more than 2000 words. Please note that late applications and CV's will not be considered.

## SAFEGUARING CHILDREN AND YOUNG PEOPLE

We are committed to safer recruitment and the protection of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment. Appointment is subject to satisfactory:-

- enhanced DBS (Disclosure and Barring Service)
- identity check
- proof of the right to work in the UK
- proof of qualifications
- pre employment health check
- reference checks

To view the DEALT's Child Protection Policy visit <https://www.dealt.org.uk/Safeguarding/>

## DIVERSITY AND INCLUSION

The DEALT is committed to creating a diverse and inclusive workplace where all individuals feel valued, respected, and empowered to bring their authentic selves to work. We believe that diversity of thought, background, and experience drives innovation and fosters creativity, which is critical to our success. We welcome and embrace differences in race, gender, age, religion, sexual orientation, gender identity, national origin, disability, and veteran status. We encourage all qualified candidates to apply for our open positions and join us in our mission to make a positive impact in our Trust and community.

## DATA PROTECTION

We take data protection seriously. When submitting your application for a job advert, we will collect and process your personal data for the purpose of recruitment. This may include your name, contact details, education and work history, and any other information you provide. We will only use this information for recruitment purposes and will not share it with third parties without your consent. Your data will be securely stored and will be deleted after the recruitment process is complete, unless you give us permission to keep it on file for future opportunities. By submitting your application, you agree to our data protection statement.