

## **Derby Diocesan Academy Trust (DDAT)**

Thank you for showing an interest in working for DDAT.

Our trust was established in 2014 for schools choosing to become an academy as well as for those who found themselves in need of a sponsor. Members of the trust include the *Derby Diocesan Board of Education* (DDBE) as a body corporate as well as the diocesan Director of Education (DDE) and Diocesan Bishop. As such DDAT will always remain true to our Christian heritage expressed in different ways across the 110 church schools in Derby diocese.

### Governance

DDAT values local accountability through a Local Governing Body. In the circumstances where a school is less than good, DDAT will take responsibility for governance and work to quickly rebuild the capacity of leaders at all levels so that the school regains earned autonomy.

### Curriculum

All of our schools are subject to OFSTED inspections and as such DDAT requires schools to follow the National Curriculum and locally agreed RE syllabus. Good and outstanding schools may use their independence to move outside of the National Curriculum only where their outcomes against national standards remain good or better.

### Terms and Conditions

DDAT aims to ensure consistency of terms and conditions at the time of conversion and also for new staff joining after conversion. As such all staff should be being treated no less favorably than they would within a LA school whilst working for DDAT.

### External Partners

DDAT works closely with external partners such as Local Authorities, Universities and Teaching Schools. DDAT broker support across church and community schools and purchase services from a range of providers, including the LA, in the best interest of the school. DDAT encourages full involvement with other schools and regional initiatives.

### Support

DDAT provides business, legal, finance, building, HR and governance support through a hub team. Our schools are only one call away from the help they need.

### School Improvement

School improvement monitoring and design is not outsourced to a third party. All schools, including good and outstanding schools, receive a minimum of 6 visits per year from one of our own team of professionals. All of our own team undertaking these minimum visits have experience as headteacher, Local Authority Adviser/Partner and inspector on behalf of OFSTED. Additional school-- school and system-- wide support is actively encouraged with other DDAT schools, the diocese, one of our many partners, or a proven partner identified by the school. Our diocesan team also includes people with considerable experience of Church school inspection.

### Conclusion

DDAT aspire to be the employer of choice for our staff. The diocese has high aspirations for our schools and the pupils in their care as evident in our vision. For more information about DDAT and working in our diocese please visit: <https://ddat.org.uk>