



Diocese of Norwich
Education and
Academies Trust

DNEAT Governor Recruitment Pack

Voluntary Role

A photograph of three young children sitting in a large, dark brown wicker basket. The child on the left is a boy with short brown hair, wearing a dark blue school uniform, with his mouth open in a joyful expression. The child in the middle is a boy with short blonde hair, also in a dark blue school uniform, looking directly at the camera with a slight smile. The child on the right is a girl with blonde hair, wearing a red hooded jacket and red sunglasses, leaning her head against the basket's rim. The basket is set against a background of green grass and sunlight filtering through trees, creating a warm, dappled light effect.

**“Kindness, Courage,
Community and
Wisdom. These are our
guiding stars on our
Journey.”**

Oliver Burwood

CEO

The Diocese of Norwich Education and Academies Trust

CONTENTS

4

Letter from the CEO & Chair
of the Board of Trustees

5

Trust Aims & Values

6

Role Description
& Person Specification

7

Governor Appointment
Process

8

How to Apply

9

DNEAT Family



For more information about the
Diocese of Norwich Education and Academies
Trust, please view our [Trust website](#)

LETTER FROM THE CEO & CHAIR OF THE BOARD OF TRUSTEES

Thank you for your interest in being a governor at a DNEAT school.

The Diocese of Norwich Education and Academies Trust (DNEAT) is a group of schools in Norfolk and Waveney. It started in 2013. Today, it includes 40 primary schools and one secondary school.

All the schools work together under one Trust. This helps them share ideas and support each other. DNEAT has a Board of Trustees. The Trustees make sure the Trust is run well, stays financially secure, and helps schools do their best. Governors on Local Governance Committees help look after the schools. The Board of Trustees and the Local Governance Committees are all volunteers.

Since it began, DNEAT has helped its schools improve a lot. In the past, only about half the schools were rated good or better by Ofsted. Now, 95% are rated good or better.

DNEAT wants every child to get a great education. Many children in its schools live in small villages or places where life can be difficult, are disadvantaged or have special educational needs. Some schools also have nurseries, and this number is growing because early learning is important to us.

The Trust has over 1,000 staff who work hard for the over 6,000 children in the schools. DNEAT's culture is very important. It is based on Christian the values, of Kindness, Courage, Community and Wisdom. People of all faiths, or no faith, are welcome. The Trust wants everyone to feel they can grow and succeed.

Governors are asked to support the values of the Trust but we welcome applications from people of all faiths and none, of all ages and levels of experience and backgrounds.

The CEO, Oliver Burwood, leads the Trust with a team of senior leaders. They help schools keep improving and oversee important services like Finance, HR, Governance, Safeguarding and Facilities. Headteachers are in charge of the day to day running of the schools, with the governors on their Local Governance Committee to support them.

Thank you in advance for your application.

Kind regards,

Oliver Burwood
Chief Executive Officer

Bev Tilman
Chair of the Board of Trustees

Trust Aims and Values

We work together to do the best we can for the children, young people and communities we support.

We aim high for everyone, and we value all parts of learning, not just schoolwork.

We walk and talk our Christian values.

The Christian vision and values that shape our culture and practice

We want every child in our schools to do well in their learning and to grow into the person they were made to be.

Our culture is one of hope and high expectations, based on the Christian values shown in the life of Jesus. Everyone who works or volunteers in our trust is encouraged to 'walk and talk' these values. We want everyone to have the chance to flourish, and we welcome people of all faiths and those with no faith.

Our Trust vision is based upon Proverbs 24: 3 – 24: 4 (ESV); By wisdom a house is built; and by understanding it is established: By knowledge the rooms are filled with all precious and pleasant riches. We try to live all Christian values but have selected kindness, courage, community and wisdom as the key ones for our Trust. These are our guiding stars on our journey.

That means we put people at the centre of the organisation and want to see them flourish and grow. Our schools are inclusive, welcoming those of all faiths and none.

- We believe everyone is important and has value.
- We believe in helping people feel hopeful and aim high.
- We believe in helping and serving others.
- We believe in teaching the whole child, not just schoolwork.
- We believe good leaders and positive role models matter.
- We believe it is important to build trust with each other.
- We believe working together makes us stronger.
- We believe in sticking with things and not giving up.

Together we are DNEAT

Our Values: These are the 'guiding stars' for all we do as a Trust of schools.

Our Trust Values

Kindness

Community

Courage

Wisdom

Our Trust Vision

By wisdom a house is built;
and by understanding it is
established:
By knowledge the rooms are filled
with all precious and pleasant
riches

Proverbs 24:3 - 24.4 (ESV)

TCP Areas

Schools Improvement:

Changes to support the ongoing improvement of the Trust's schools for its children.

Workforce:

Changes to support the ongoing development of the Trust's staff.

Finance and Operations:

Changes to support the best deployment of the Trust's financial resource.

High Quality and Inclusive Education:

Changes to support the development of SEND provision and outcomes for vulnerable pupils.

Role Description: Governor

The Diocese of Norwich Education and Academies Trust are committed to safeguarding and promoting the welfare of Children and Young People, and require all staff and volunteers to share this commitment.

Who are we?

You will join a team that cares about children and wants the school to be the best it can be.

What do governors do?

Governors help make big decisions for the school. The Headteacher runs the school each day, but governors help choose goals and check how things are going.

Governors' responsibilities:

Helping lead the school

- Help decide what the school wants to be and how to get there.
- Make sure families, children, staff and the community are included.

Learning to be a good governor

- Join training and try your best.
- Be kind, fair and work well with others.

Meetings

- Come to meetings.
- Ask good questions to help the school improve.
- Help show that the school keeps children safe.

Visiting the school

- Visit the school to see how things are going.
- Help staff understand what governors do.

Representing the school

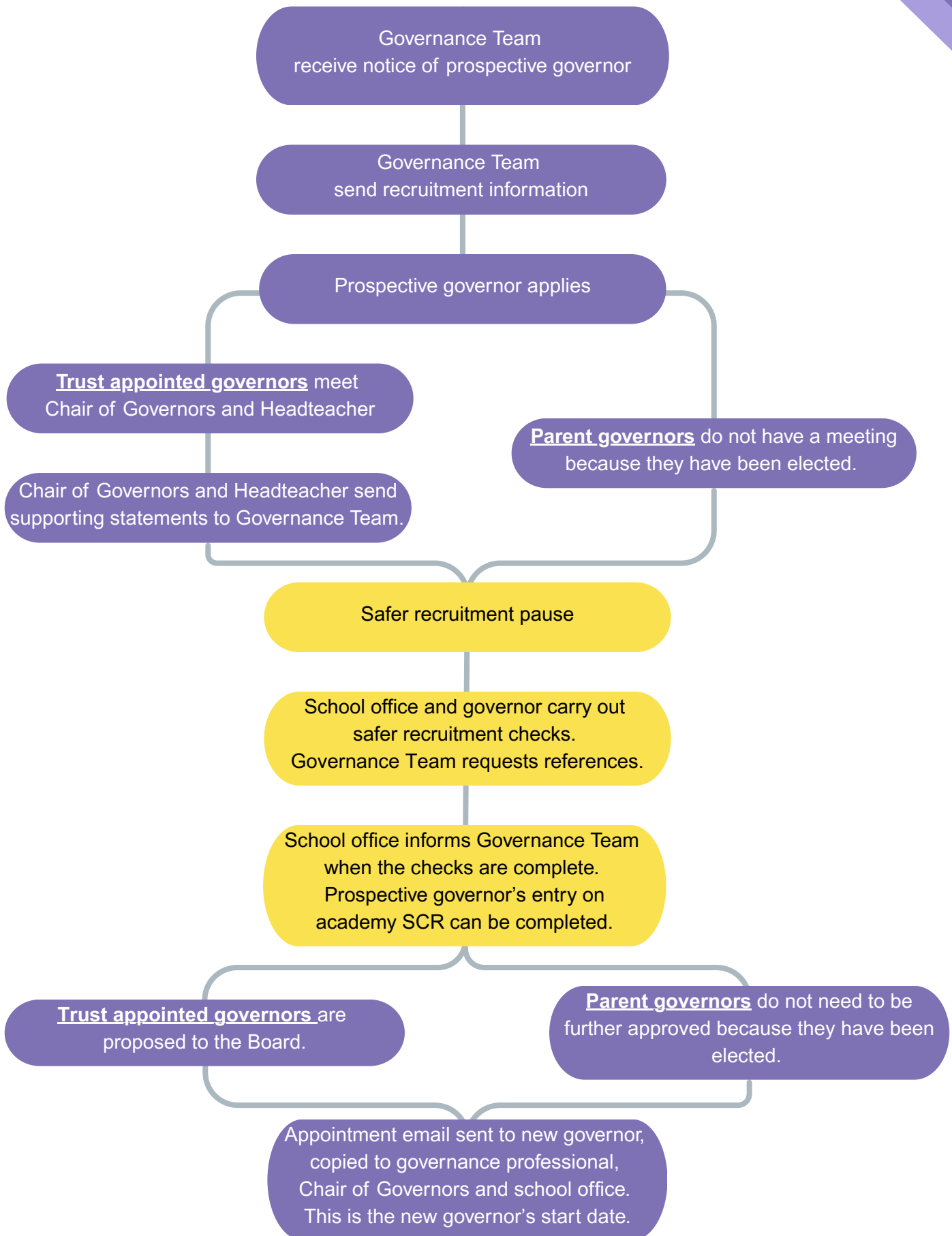
- Go to Trust events when needed.
- Speak positively about the school.
- Help with behaviour or complaint panels if asked.

Helping the school get better

- Help the team stay focused on what matters most.
- Ask helpful questions and use good information to make choices.

Role Description & Person Specification reviewed by:	Hannah Monk, Head of Governance
Date:	March 2026

Governor Appointment Process



How to Apply

Please complete the application form fully, downloadable via the 'Apply Now' button on Education Job Finder.

You will be asked to submit your application via email to governance@donesc.org

Please ensure you use an email address that is regularly monitored to receive updates on your application.

If you have any questions about the role, please do get in touch by contacting the DoNESC Governance Team directly via the contact details on the advert.

Please also keep a look out for further opportunities via the [Trust Vacancy Page](#) or our [Education Job Finder Page](#).



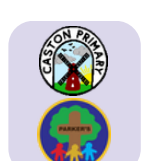
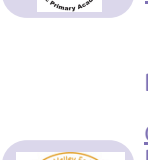
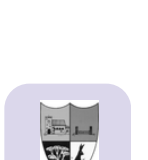
Additional Information

- The Trust is committed to safeguarding and promoting the welfare of all its children and expects all staff to share this commitment.
- All appointments will be subject to full safeguarding checks as well as satisfactory references.
- The Trust's safeguarding policy can be found on our website.
- This post will come under the requirements of the Section 128 Check.
- This post is exempt from the Rehabilitation of Offenders Act and you will be required to undergo an Enhanced DBS check or Enhanced DBS check with barred list. If you have information to declare it may be protected under the Exceptions Orders and you may not be required to declare it. You will be asked to make a criminal conviction declaration if you are shortlisted for the post.
- Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website.

THE DNEAT FAMILY

	<u>Kessingland Church of England Primary Academy</u>		<u>The Bishop's Church of England Primary Academy</u>
	<u>Dereham Church of England Infant and Nursery Academy</u>		<u>St Michael's Church of England Academy</u>
	<u>The Open Academy</u>		<u>Dereham Church of England Junior Academy</u>
	<u>Swafttham Church of England Primary Academy</u>		<u>Whitefriars Church of England Primary Academy</u>
	<u>Hopton Church of England Primary Academy</u>		<u>St Peter & St Paul Carbrooke Church of England Primary Academy and Nursery</u>
			<u>Yaxham Church of England Primary Academy</u>

OUR ACADEMIES AND FEDERATIONS

	Churchside Federation		Hope Federation		St Matthew's Federation
<u>Gooderstone Church of England Primary Academy</u>		<u>Brisley Church of England Primary Academy</u>		<u>Gayton Church of England Primary Academy</u>	
<u>Mundford Church of England Primary Academy</u>		<u>Rudham Church of England Primary Academy</u>		<u>Middleton Church of England Primary Academy</u>	
	Dove Federation		Kingfisher Federation		The Ark Federation
<u>Caston Church of England Primary Academy</u>		<u>Ditchingham Church of England Primary Academy</u>		<u>Moorlands Church of England Primary Academy</u>	
<u>Parker's Church of England Primary Academy</u>		<u>Earsham Church of England Primary Academy</u>		<u>Peterhouse Church of England Primary Academy</u>	
	Eden Federation		Nar Valley Federation		The Nightingale Federation
<u>Cawston Church of England Primary Academy</u>		<u>Castle Acre Church of England Primary Academy</u>		<u>Lyng Church of England Primary Academy</u>	
<u>Great Witchingham Church of England Primary Academy</u>		<u>Narborough Church of England Primary Academy</u>		<u>Thomas Bullock Church of England Primary and Nursery Academy</u>	
<u>Hockering Church of England Primary Academy</u>		<u>Sporle Church of England Primary Academy</u>			The Sandringham Federation
<u>St Peter's Church of England Primary Academy, Easton</u>				<u>Flitcham Church of England Primary Academy</u>	
	Flourish Federation		St Mary Federation	<u>Sandringham and West Newton Church of England Primary Academy</u>	
<u>All Saints Stibbard Church of England Primary Academy and Nursery</u>		<u>Docking Church of England Primary Academy</u>			Unity Federation
<u>North Elmham Church of England Primary Academy</u>				<u>Colkirk Church of England Primary Academy</u>	
				<u>Sculthorpe Church of England Primary Academy</u>	
				<u>Little Snoring Community Primary Academy</u>	