



# SIGMA TRUST

Thank you for your interest in applying for a role in The Sigma Trust.

Please take a moment to find out about our schools by reading the information provided and visiting each school's website.

Formally established in September 2016, The Sigma Trust is a local partnership of twelve academies in North East Essex. The Trust currently consists of eight secondary schools, one primary school, two junior schools and an infant and nursery school.

All schools are geographically close enough to provide the necessary support and challenge to take all academies to the next level. **We have a set of shared values and a common mission and vision that aims to ensure that no child is left behind.** No academy is seen as the "lead" school and we believe that every school should be a giver as well as a receiver of support. All academies within the Trust retain their cultural autonomy but we work together to ensure that best practice becomes shared practice. The Greek letter Sigma (Σ) is used in Maths and IT to denote "the sum of" hence its adoption as our name.

Education should foster in its learners a curiosity to discover who they are and what they are capable of, together with developing the resilience for them to test the boundaries of their abilities, and build the skills necessary to face the future with confidence.

## CPD

The Sigma Trust is committed to high quality continuing professional development. Our family of schools, supported by the Trust's Education Team, have an extensive CPD programme to support subject specific knowledge & pedagogy, which provides teachers with adequate time to learn, practice, implement and reflect upon new strategies. Our CPD offer is supported by not only our own research leads, but also through working with our external partners who both challenge current thinking and help us to think critically about what we do, and why we do it.

Please follow the link for an overview of our [CPD offer](#).

Every year we hold a [TrustINSETDay](#), in which staff from our schools come together to learn from national speakers and each other. The day is fundamental in reinforcing the values of the Trust by sharing best practice amongst our family of schools and creating a centre of educational excellence.

Each NQT will be enrolled on the Early Careers Framework and will receive a mentor who will meet with them weekly. This will be supported by a bespoke programme of CPD.

## Be part of the Sum

The Sigma Trust is committed to high quality continuing professional development. At the heart of great schools are forward thinking, innovative staff who work hard and dream big. Our family of schools, supported by the Trust's Education Team, have an extensive CPD programme to support subject specific knowledge & pedagogy, which provides teachers with adequate time to learn, practice, implement and reflect upon new strategies. Our CPD offer is supported by not only our own research leads, but also through working with our external partners who challenge current thinking or help us to think critically about what we do, and why we do it.



Entering the Profession Eg. HLTAs, Unqualified Teachers, School Direct	If you have a degree and would like to become a teacher, North Essex Teacher Training (NETT) will provide the very best support and guidance from your initial application to joining the profession. This can be through School Direct placements, or a One-Year programme in at least two schools in North-East Essex.
Developing Subject Specific Expertise Eg. NQT to Expert Teacher	All NQTs will be enrolled on the Early Years Career Framework. This will include access to CPD, a mentor and enhanced subject specific support.
Middle Leadership Eg. Aspiring and newly appointed middle leaders	The NQML is available to current or aspiring middle leaders who want to develop their knowledge, skill and confidence in leading teams. -NCE's Future Leaders Programme provides beginning leaders in schools with the opportunity to start their leadership journey. Modules include: Leading People, Managing a Team and Project Management. -Experienced middle leaders interested in supporting leadership in other schools can apply to become Specialist Leaders of Education. -Ambition Institute's Expert Middle Leaders programme will give you the skills you need to lead on curriculum, assessment and pedagogy.
Senior Leadership Eg. Aspiring and newly appointed senior leadership	The NQSL is available to current or aspiring senior leaders who want to develop their knowledge, skills and confidence in leading change across their setting. NCE's Education Management Programme explores servant leadership, coaching, performance achievement and leading outstanding teaching & learning.
Headship and Executive Leadership Eg. Aspiring and newly appointed Head Teachers and executive leaders	The NQHL is available to senior staff who want to gain the knowledge, skills and leadership behaviours they need to succeed in headship and lead an effective education setting. NCE's Senior Leadership Master provides an unrivalled package of support. Modules include: Governance & Legal requirements; Strategic Finance; Strategic Leadership, and promoting Innovation & Change.



**SIGMA TRUST**

## Welcome

Dear Colleagues,

As we approach the third Sigma Trust INSET day with colleagues from the newly joined schools across the Trust taking part for the first time, I would like to take this opportunity to thank everyone who has been involved in the organisation as well as those giving up their time to share their expertise.

The INSET day is fundamental in reinforcing the values of the Trust by sharing best practice amongst our family of schools and creating a centre of educational excellence. I am sure the day will prove to be integral and give many opportunities to take part in high quality professional development and network amongst like-minded colleagues. Thank you for taking part and I hope you enjoy the day.

**Guest Presenters**

**Mark Roberts**  
Mark is an assistant principal at a recent 11-16 comprehensive school in Devon. Before moving there, Mark worked at an inner-city comprehensive for boys in Manchester.  
Mark writes a monthly column for TES on subjects including pedagogy, behaviour, leadership and educational research. He also writes his weekly 'About Teaching' column. Mark has written English revision guides and has contributed to the new Collins set books of notes and guides.  
He is a frequent contributor to 'Crack' the magazine for A-level English students. His best-selling book, 'How to Turn Your Homework into a Party', is published by Routledge.

**Craig Barton**  
Craig has been teaching maths for 15 years. He is the head of Education at EFL, the TES Maths subject editor, the author of the best-selling 'How to Teach It to get it Right', the host of the Hit Back! Maths Podcast, and the creator of [myclassmate.com](#), [mathsproblems.com](#), [dailymathsquestions.com](#) and [mathsproblems.com](#).  
His two proudest achievements are convincing kids to marry him, and being the father to his wonderful baby boy, Isaac.

**Jeff Brindle**  
Chief Executive Officer

**GREATER THAN THE SUM OF ITS PARTS**

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