

Sigma Trust Deputy Headteacher Pastoral

October 2026

SIGMA TRUST

www.sigmatrust.org.uk

Dear Candidate,

A very warm welcome to The Sigma Multi-Academy Trust. Born out of a local collaborative partnership of standalone academies in North East Essex, we became a Multi-Academy Trust in September 2016 and have experienced rapid growth and success, establishing a very positive reputation both locally and at national level.

We have a current family of 8 secondary schools and 4 primary phase schools serving over 11,500 students and employing approximately 1,700 staff. Throughout the period of expansion, we continued to put our vision and values at the heart of everything we do. Our values are of crucial importance to us and inform all that we do.

Our schools are all within touching distance of each other, and this local approach is one of our fundamental principles enabling us to maximise the provision of school-to-school support. Although our schools serve a variety of catchment areas, our vision leads us to specialise particularly in partnering schools in challenging areas and with a high level of local need where we work to ensure we promote 'Ambition for all learners'.

We firmly believe that Sigma is 'greater than the sum of its parts' and that our schools – and, therefore, our children and staff – cannot be successful unless we work in partnership together. This can be seen in practice in the formation of the Education Team and Executive Leaders working across the schools who lead our innovative initiatives and Trust priorities. This work is supported by a strong centralised Operations Team, based at our Head Office in Clacton-on-Sea, providing Finance, People and Culture, and Payroll support to all our schools along with strategic leadership of IT, Estates, Governance and Data Management.

We are now looking to appoint an inspirational and experienced Pastoral Leader to join the central team working across the estate. This is a unique opportunity for the successful candidate to work with Trust leaders and other colleagues to ensure that our young people have the very best experience of school possible, and gain the qualifications and personal skills that they will need to have the life chances and choices they deserve.

We are committed to appointing the right person to this role and to ensuring all prospective and actual applicants have the best possible experience of our recruitment and selection process.

Thank you for taking the time to explore working with us at the Sigma Trust, we wish you well in your future endeavours. If you would like to find out more about this unique opportunity please contact Sarah.Chaplin@Sigmatrust.school

Yours sincerely

Fiona Pierson
CEO

As Deputy Headteacher Pastoral across the Sigma Trust, you will play a vital role in ensuring that all students receive the support, care, and guidance needed to thrive academically and personally. Working closely with the Headteachers and Senior Leadership Teams, you will oversee key areas including student behaviour, attitudes, personal development, welfare, and safeguarding. This role offers an exciting opportunity to lead strategically across the Trust, shape inclusive pastoral practices, and champion a supportive school culture where every student and staff member can succeed.

Although this is a Central Team, Trust-wide position, the successful candidate may well be deployed into an individual school in the first instance.

Some of your key responsibilities will be

- Lead and align pastoral, behaviour, and inclusion strategies across Sigma Trust;
- Provide strategic oversight of student behaviour, attitudes, personal development, and wellbeing;
- Ensure robust safeguarding standards and trust-wide best practices;
- Collaborate with Trust leaders to drive inclusive practices and elevate pastoral care standards across all schools;
- Promote a positive, safe, and supportive culture for both students and staff throughout the Trust.
- The Trustees and Governors are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share in this commitment.
- Participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manger

Welcome to the Sigma Trust

Trust Deputy Headteacher, Pastoral

Start Date: January 2027

Salary: L19 - L23

About the Trust

The Sigma Trust is a local partnership of schools in North East Essex. Sigma was formally established in September 2016 and has grown to become the largest multi-academy trust working solely within Essex. The Trust consists of eight secondary schools, one primary, two junior and an infant and nursery school, an enhanced provision and an initial Teaching Training Scheme.

The size of the Trust allows extensive joint working to take place and provides huge opportunities for staff and students alike. We have been able to build a wide range of secondment opportunities linked to staff development and can ensure students have equal curriculum entitlement regardless of the size of school that they attend.

Trust Vision and Values

Vision

Our vision is to ensure that all of our academies are at least “Good” with strong and improving outcomes and are able to demonstrate outstanding provision. We will achieve this by:

- Establishing a local family of academies that fully embrace the mission, vision and values of the Trust.
- Ensuring that best practice becomes shared practice so that no school is left behind.
- Recognising the uniqueness and achievements of each academy.
- Enabling every school to be a giver and receiver of support.
- Developing a relationship where autonomy and accountability go hand in hand.
- Creating a centre of educational excellence and innovation within the area.
- Working in collaboration with others to enhance the educational experience of
- children in the community.
- Training, recruiting and retaining teachers, leaders and support staff through high quality professional development.

- Requiring that services are delivered efficiently and represent outstanding value for money.

Values

The Sigma Trust values the following attributes:

- Integrity - be honest, transparent, trustworthy and true to your beliefs.
- Passion - be positive and enthusiastic about what you are trying to achieve.
- Aspiration - aim for your best and set high, realistic goals.
- Resilience - never give up and strive to improve.
- Accountability - take responsibility for your words, thoughts and actions.
- Respect - for yourself, your environment and other people.

About the Role
Person Specification

We are seeking a dynamic and visionary leader with a proven track record of success in educational leadership. The ideal candidate will possess the following qualities and experience:

Essential Criteria:

- **Leadership Experience:** Significant experience in senior leadership roles within a secondary school setting
- **Vision & Strategy:** Ability to articulate and implement a compelling vision for improving **personal behaviour, and positive relationships and attitudes.**
- **Pedagogical Expertise:** Deep understanding of effective teaching and learning strategies and curriculum development
- **Interpersonal Skills:** Excellent communication, interpersonal, and relationship-building skills, with the ability to inspire and motivate
- **Commitment to Safeguarding:** A strong commitment to child protection and safeguarding
- **Educational Qualifications:** Qualified Teacher Status (QTS) and relevant leadership qualifications (e.g., NPQH or equivalent).

(The full details can be found in the attached Job Outline and Person Specification).

Further Information

We welcome applications from highly motivated individuals who are passionate about making a significant contribution to our school.

To Apply:

Apply now on **MyNewTerm** using the following link:
https://mynewterm.com/jobs/16257/EDV-2026-ST-92561

Closing Date: Midnight on Sunday 18th October 2026

Shortlisting: Monday 19th October 2026

Interviews: Day 1 Wednesday 21st October 2026 & **Day 2** *(for selected candidates)* Thursday 22nd October 2026