



Sidcot
Live Adventurously

Appointment of Deputy Head (Pastoral)

Contents

Welcome to Sidcot	3
Executive Summary	4
Aims and Values	5
Strategic Vision	8
A Modern 3-18 School	9
Governance and Leadership	13
Job Specification	14
Terms of Appointment	18



Welcome to Sidcot



As an educator and the proud Head of this excellent School, I look forward to welcoming you to Sidcot. Our Quaker ethos and heritage shapes all aspects of our life here at School and inspires us to provide an outstanding education for our students.

We are at an exciting stage in the School's development and history, having recently launched our strategic vision for the coming years. This vision builds upon the success of the past and speaks to the values of the School and our motto "Sic Vos non Vobis" - Thus we labour but not for ourselves. The Pastoral Deputy Head will play a key role in helping to achieve our goals and further develop the excellent practice that exists within the School.

Sidcot provides a rich and varied educational experience for students, enabling young people to develop in a truly nurturing environment and to challenge themselves academically. Students have the opportunity to take a wide range of academic courses including A-levels, the International Baccalaureate and BTEC courses, as well as courses such as Leiths Level 2 and Level 3. Our approach is one that encourages all young people to reach their full potential and to leave the School with not only high grades but valuable skills and experiences for their future.

Since joining the School in January 2024 I have been delighted to work with inspirational colleagues in an environment that encourages and supports, as well as one that promotes a wealth of opportunities. Whilst our Sidcot Learning Wheel is a touchstone for all that we do in the classroom, our commitment to pastoral care is at the heart of every aspect of School life.

We are seeking a talented and motivated individual who will be able to demonstrate outstanding leadership skills to join our Senior Leadership Team and our community. Someone who is excited about the prospect of being part of our future development and someone who is committed to ensuring that our students have not only an education of the highest quality but a future that will inspire.

A handwritten signature in black ink, appearing to be 'James Jones'.

James Jones
Head

Executive Summary

Founded in 1699, Sidcot School is a thriving co-educational British boarding and day school situated in an area of outstanding natural beauty in Somerset. It educates 600 students aged 3 to 18 from over 30 countries including 130 boarders. Our approach is different from that of other schools; our environment, our teaching methods, our Quaker values, and our long history make Sidcot distinct. We now seek an experienced candidate for the post of Deputy Head (Pastoral) to join us from September 2026.

The successful candidate will oversee the Pastoral and Co-curricular life of the School. Managing Heads of Year and staff at our Health Centre and Wellbeing facility, 'Rose Cottage', they will lead the School's approach to Safeguarding and provide strategic leadership for the School's Co-curricular provision.

Sidcot enjoys an excellent reputation in the international market, offering international students a wide range of pathways, including a one-year pre-GCSE pathway, the International Baccalaureate, BTECs and A Levels in the Sixth Form. Boarding is an important feature of the School and the successful candidate will be enthusiastic about supporting this aspect of life at Sidcot.

“Open, curious, inspired by their education and calmly confident in their ability to make a difference is how Sidcot pupils come across.”

Good Schools Guide

The successful candidate will possess the gravitas and collegiality to work well with a committed staff team, Governors, and external stakeholders. A commitment to a holistic and well-rounded education and a genuine resonance with Sidcot's Quaker values and ethos are sought.



Aims and Values

Sidcot School aims to be a pioneering school, a world-class centre of excellence where education is as much about nurturing the spirit as it is about achieving outstanding academic success.

This vision is enshrined in the Testimonies of the Religious Society of Friends (Quakers). These Testimonies act as a touchstone and a challenge to the Whole School community; those with faith and those without, all of whom are equally welcomed.

Our Values

Simplicity: We believe in living simply and adventurously, placing charity and concern for others at the centre of what we do.

Peace: We encourage our young people to adopt peaceful methods of dealing with conflict in all its forms, taking both individual and collective responsibility in resolving differences.

Integrity: We cherish the truth which enables our young people to develop integrity in what they do and what they think, helping them to build meaningful, lasting relationships.

Community: We aim to build a truly international community that values all individuals.

Equality: Answering the good in everyone.

Sustainability: We believe it is our responsibility to protect the Earth and to teach our young people to treasure and preserve it across the generations.

Our Aims

- To provide an education of quality, rooted in our Quaker ethos, for boys and girls aged 3 to 18 that demonstrates its difference and uniqueness.
- To inspire our young people to strive for excellence and a love of learning which goes beyond the formal curriculum; to develop independent searching minds, the confidence to inquire and challenge, encouraging them to realise their full academic potential.
- To instil in our young people Sidcot's values, so that they may live them whilst at school and in their lives beyond.
- To provide a safe, welcoming, supportive and tolerant environment in which each young person feels recognised as an individual and, in turn, learns the importance of tolerance and consideration towards others.
- To maintain close relationships with parents, acting in partnership in guiding and caring for their children.
- To encourage wide interest and participation, at school and beyond, in sport, music, drama, community service, outdoor pursuits and other activities through the provision of excellent facilities and expert coaching and tuition, and to ensure high standards of achievement in these areas.
- To appoint talented staff who share our vision, values and aims and to assist them in their professional development.
- To maintain the boarding ethos and structures of the School to the benefit of all our young people – both day and boarding.
- To ensure that the School is of benefit to the community both locally and further afield.
- To maintain close and mutually beneficial links with all those who have an interest in Sidcot School, including alumni, past and present parents, and former members of staff.

- To ensure that Sidcot enjoys a strong reputation locally, nationally and internationally.
- To work constantly towards the improvement and good maintenance of school facilities and to exercise careful, responsible stewardship of the School grounds and wider environment.

A Quaker school built on Quaker values

Three initiatives bring the Quaker values to life at Sidcot:

Sidcot Learning and Community Wheels

The Sidcot Learning and Community Wheels link Quaker testimonies to the life of our community and to our practice of teaching and learning throughout the School every day. It shows the thinking behind what we do in and out of the classroom and firmly embeds our values within a Sidcot education. We aim to develop our students not just academically but also in their emotional intelligence and interpersonal skills, their social awareness and their sense of community.

Centre for Peace & Global Studies

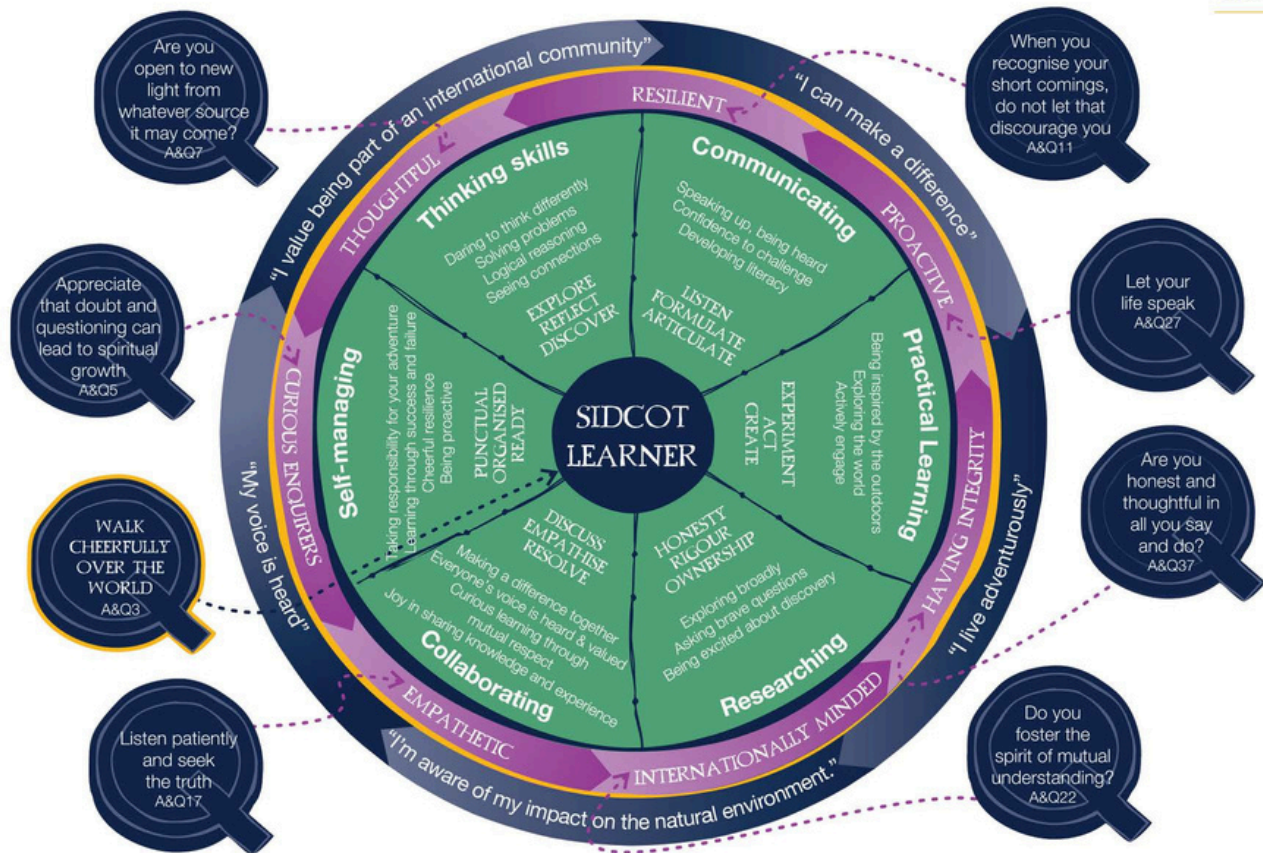
Being a Centre for Peace and Global Studies develops this approach further. Students are encouraged to explore broader issues with a global perspective and to express their values in action. Through our enrichment programme students explore a wide range of issues encouraging them to reflect upon their place in the wider world, through our 'Let Your Life Speak' seminars, Quakers and non-Quakers speak about their life's journey. For young people, it's a powerful experience to come face to face with individuals who have devoted their lives to making a positive change for the benefit of others. Every two years, the students organise a Peace Festival to celebrate the power of making a difference.

PASS

The PASS programme (Programme of Activities for Sidcot School) is based on the key Quaker values of integrity, stewardship, self-reflection, adventure, and community. This range of co-curricular activities is embedded in the timetable for every year group throughout the year.



The Sidcot Learning Wheel



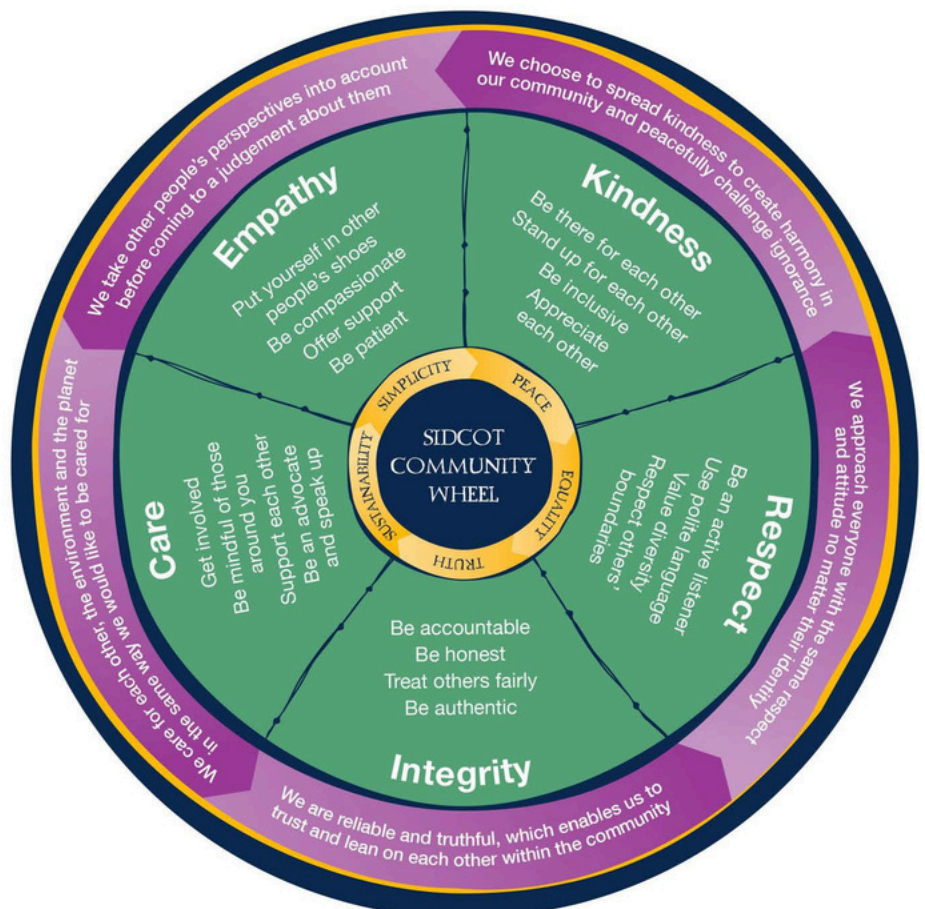
A&Q: ADVICES AND QUERIES FROM QUAKER SOCIETY OF FRIENDS

© 2016 Sidcot School

The Sidcot Community Wheel

Designed by Rosalie Stauffacher,
Head of School 2023- 2024

Our Sidcot Community Wheel is a visible commitment to ensuring everyone in our Quaker Community can live and learn in a safe, inclusive and nurturing environment.



Strategic Vision

Taking as inspiration our School motto, “Sic Vos Non Vobis” – “Thus we labour, but not for ourselves”, our Strategic mission is rooted in purpose, working hard for our community. Our Plan outlines our path forward: one designed to enable us to flourish in a time of change, broaden our impact, and strengthen our resolve to work in service of a larger goal. It will continue our work since 1699 as enlightened educationalists and innovators.

Our strategy builds upon our successful history and is centred upon an appreciation of six fundamental roles that Sidcot School plays in the lives of our students, our families and wider society:

- The Power of an Inclusive Education
- Character, Resilience and Wellbeing
- Passions Beyond the Classroom
- Active Global Citizens
- Custodians of our Past, Present and Future
- An Aspirational Place to Work and Grow

As we implement this strategy, we are driven by a vision that reaches beyond individual success and towards collective progress. Together, we aim to create lasting change, building a world that reflects our highest ideals and brings out the best in each of us.

The full Sidcot School Strategic Plan can be read [here](#).



A Modern 3-18 School

Sidcot School comprises of a Pre-School, Junior School and a Senior School set across an adjoining site with many shared facilities. The majority of students progress from the Junior School into our Senior School. The Deputy Head (Pastoral) in the Senior School works closely with colleagues in the Junior School, to oversee safeguarding arrangements and to ensure that there is a seamless transition for students joining the Senior School.

Pastoral Care & Boarding

Pastoral Care

A comprehensive and nurturing structure of student support, and a proactive approach to promoting student wellbeing is at the core of all that we do at Sidcot. At Sidcot every member of staff is ready to listen, empathise, advise, advocate, coach and mentor our young people. In line with our Quaker values we emphasise the importance of community and the value of equal and honest friendships between students. When support and guidance are needed, students find it readily available and we place honest communication, empathy and restorative justice at the heart of how we provide this support.

As well as the Heads of Years who oversee the personal and academic development of students in their year groups, each student is part of a tutor group, and that tutor has special responsibilities for their academic development. We also educate our students in practices of wellbeing as a way of helping them to deal with the inevitable stresses that come with growing and developing. We teach them how to listen and reflect, and we put a high value on emotional intelligence.

Rose Cottage is the School's Wellbeing Hub, designed to offer students a reflective, calming space. The Hub provides relaxed drop-in sessions as well as more tailored counselling, CBT and 1-1 interventions. Rose Cottage is headed up by our Student Support and Safeguarding Lead, who is supported in their work by a trained counsellor, a Pastoral Support and Attendance Lead, and our wider Health Centre team.

Boarding

When students board at Sidcot they join a friendly, family community. Students can begin boarding from Year 7 and whilst the majority of our boarders are full time, we also offer options for both weekly and flexible boarding. Our four boarding houses are home to around 130 boarders. A Housemaster or Housemistress is responsible for looking after the students' welfare and ensuring that life in the house is an enjoyable experience that students will cherish.

"Pupils show kindness and acceptance in their interactions, making a conscious effort to include one another."

"Pastoral care is a priority and staff promote pupils' mental and physical wellbeing."

ISI Inspection Report 2025





Academic Life

At Sidcot, we are justifiably proud of our students' academic record, and we're equally proud of their social skills, their emotional intelligence, their resilience, and their determination to make a difference in the world.

It's no surprise that these personal qualities go together with academic excellence. We don't cram children at Sidcot, because we don't have to. Sidcot's teaching methods are designed to harness children's natural intellectual curiosity and encourage independent thinking and creativity. We have an outstanding reputation in creative arts, sciences and maths with results that outstrip national and world averages.

Students are encouraged to excel academically from an early age and are given ample opportunity to pursue their own particular interests. Scholars take part in a wide range of opportunities both within School and through their involvement in academic enrichment trips and competitions. The School has an active "Lead Learner" programme that enables all students to apply for positions of responsibility in the subjects that they love. They are encouraged to not only take ownership of their learning but also to develop their leadership skills.

At Sixth Form, we offer students a wide range of subjects at A Level, the International Baccalaureate Diploma, or BTEC. As a non-selective school, we are justifiably proud of our excellent exam results and leavers' destinations which provide further evidence that a broad and balanced education does not have to come at the expense of academic excellence. In 2025 at GCSE 89% of grades were A* - C with 29% of students achieving A* - A. Across the entire range of courses undertaken by our Year 13 cohort, including A Levels, BTEC, and IB, grades achieved were equivalent to 75% A* - C and 31.5% A* to A.

"Sidcot School aims to educate the whole person, to equip students with practical and personal skills alongside their academic qualifications. The teaching staff uses imaginative teaching methods to encourage students to see learning as an exciting, creative journey in which everyone can take part."

IB World Schools Evaluation Report 2022



Beyond the Classroom

What matters at Sidcot doesn't just happen in the classroom. Sidcot is set in a magnificent rural location. With acres of glorious Somerset countryside to enjoy, our students develop an understanding and respect for the natural world. They also have access to top-level facilities for sports, arts, crafts, music, and performance, as well as opportunities to work with community groups and charities and get involved with local business projects.

Sport

A wide range of sports provides plenty of options for everyone – those who enjoy the challenge of competitive sports and those who just want to exercise for fun and fitness.

We have a busy fixture list throughout the year playing competitively against local schools with some excellent results. In the Sports Centre students have use of a 25-metre indoor heated pool, a multi-gym and a sports hall.

For students who ride – or would like to start – we have a superb equestrian centre, with livery for students who want to bring their own horse.



Creative Arts

The Arts Centre at Sidcot is a work of art in itself, beautifully designed and buzzing with creative energy. It has been awarded Artsmark Gold in recognition of its beacon status. Arts are a very popular choice, with students gaining impressive results. Outside the curriculum, there is plenty on offer, including music lessons, bands, choirs, theatre, and music productions. Sidcot's travelling theatre company, 'Hurly Burly,' has wowed audiences and gained four-star reviews at the Edinburgh Fringe Festival.

Outdoor Learning

Our Outdoor Learning Coordinator ensures Sidcot students have plenty of opportunities to enjoy the great outdoors and take advantage of our beautiful surroundings. This outdoor learning takes many forms with lessons being taught in outdoor spaces and a diverse range of extra-curricular activities, like caving club and many students take part in the Duke of Edinburgh's Award.

Activities

During the evenings and weekends, students have access to a programme of extra-curricular activities, including badminton, basketball, swimming, drama, photography, art and music.

On Saturday mornings, boarders can enjoy a wide range of activities, including cooking club, tennis, and riding, among many others, and they give students the opportunity to pick up new skills over the course of each half term.

Governance and Leadership

Governance

The Governing Board at Sidcot are an ambitious, forward-thinking group of nine experienced leaders from a wide range of backgrounds.

Sidcot prides itself on a close working relationship between Governors and senior staff across the School. The next Deputy Head (Pastoral) will benefit from the full support of a Governing Board committed to ensuring that Sidcot continues to flourish. The Chair of Governors, Jameson Miller, has been a Governor of Sidcot since January 2020.

Leadership

The new Deputy Head (Pastoral) will join an experienced and highly effective Senior Management Team comprising:

Head

Deputy Head (Academic)

Head of Junior School

Director of Finance

Director of Operations

Director of Marketing and Development

Assistant Head (Teaching, Learning & Assessment)

Assistant Head (Upper School)

Head of Boarding

Head of IT Services

Director of Learning Support and Inclusion



Job Specification

We are looking to appoint an enthusiastic, reflective and insightful individual as Deputy Head (Pastoral) to the Senior Leadership Team (SLT). The post, which offers huge opportunities and significant responsibilities, will appeal to candidates with good experience of Pastoral management who are committed to the safeguarding and personal development of students both inside and outside the classroom. As a residential role the post holder will contribute to the wider life of a modern Boarding and Day School. The successful applicant will significantly contribute to Sidcot at this exciting time in the School's development.

Job Description

Department: Senior Leadership Team (SLT)

Job Purpose: Deputy Head (Pastoral)

Responsible to: Head

Key Duties and Responsibilities

The post of Deputy Head (Pastoral) will cover, inter alia:

Senior Leadership

- A Senior Leadership role with responsibility, along with the other members of the Senior Leadership team, for effectively leading, motivating and developing staff to deliver the School's objectives; ensuring the delivery of a first-class, modern pastoral care; an exciting and fulfilling co-curricular offer; and performing the duties of the School's Designated Safeguarding Lead.
- Deputise for the Head as required.
- Attend all meetings as appropriate to the role, including Board of Governors' meetings and sub-committee meetings, Pastoral Board meetings and all Full Staff meetings.
- Undertake continual professional development appropriate to the role.

Line Management & Staffing

- Directly line manage several key roles including: Head of Lower School, Heads of Year, Health Centre and Rose Cottage Staff, Directors of Sport, Music and Drama and Graduate Assistants.
- Oversee specific areas of workflow for members of staff including Head of Houses, Head of PSHE, and PASS provision.
- Oversee the work of the Duty Team Leaders, the production and operation of staff and SMT duty rotas.
- Lead and manage the graduate intern programme, including annual recruitment.



Safeguarding

- Take lead responsibility for safeguarding and child protection across the Whole School, including online safety and Prevent.
- Fulfil the responsibilities of the Designated Safeguarding Lead (Whole School) in accordance with Keeping Children Safe in Education (including Annex B) and other statutory guidance, including: being available to staff for safeguarding concerns (or ensuring appropriate deputy cover); managing and making appropriate referrals (including to children's social care, the police, Channel and the DBS where required); acting as a source of support, advice and expertise for staff; liaising with the Head and safeguarding partners and other agencies; ensuring child protection records are accurate, up to date, confidential and secure; managing the transfer of child protection files; undertaking specialist training; and helping to promote better educational outcomes for children.

Pastoral & Wellbeing

- Ensure that all policies relating to the care and welfare of students are in place, reviewed and updated to ensure regulatory compliance at all times.
- Develop, with colleagues, and oversee the delivery of pastoral, wellbeing and co-curricular aspects of the School's strategic plan.
- Work in close collaboration with the Director of Learning Support and Inclusion to ensure that the School's culture, systems and processes support all students.
- Provide Leadership to staff in maintaining standards of discipline and behaviour in line with the School's policies, as well as leading the delivery of excellent pastoral care for students.

- Oversee the School behaviour system including the review, publication and implementation of School rules, including the content of the School's "Blue Book" with key information for parents and students.
- Organise and provide appropriate training, including all staff training, for colleagues on key pastoral and wellbeing themes.
- Work with the Lead Nurse and staff at Rose Cottage (Sidcot School's Wellbeing Centre) to ensure both run effectively and efficiently and the needs of students are provided for.
- Work closely with the School's attendance lead to monitor and track pupil attendance.
- Collaborate with the Head of the Junior School and Junior School Senior Management Team, on Whole School pastoral matters and to support a smooth transition for students from Junior to Senior Schools.

Co-Curricular

- Have strategic oversight of the School's co-curricular offer and work with members of the School Leadership team and wider colleagues to develop and promote this area of School life.
- Support the Heads of Music, Sport and Drama departments to ensure the School has an exciting co-curricular offer.
- Oversee PASS provision and encourage participation by all students in the co-curricular programme such that it contributes positively to their overall School experience and personal development.
- Lead the work of the Head of Houses to ensure that House activities and reward systems are effective, engaging and promote the School's values and ethos.
- Work with the Head to arrange a suitable programme of assemblies throughout the year.

Communication & Representation

- Work with the Head and Admissions Department on admissions and interviewing prospective students



- Liaise with the Director of Marketing and Admissions to support the work of the Admissions Department and to produce marketing material.
- Attend Board of Governors meetings and other relevant staff meetings and groups.
- Chair Pastoral Board meetings.
- Act as SLT liaison with Chair of the Governor's Safeguarding, Pastoral and Boarding Committee.
- Produce reports for the Board of Governors as required.
- Be SMT link with allocated senior school departments.
- Arrange Parental Engagement and "Twenty-First Century Teen" seminars on key pastoral and wellbeing themes.
- Create thought pieces and written material to promote the pastoral and co-curricular life of the School.
- Communicate all matters relating to pastoral and co-curricular policy and key calendar dates to parents.
- Work, in collaboration with the Assistant Head (Upper School) and Head, to oversee the role of the Sixth Form 'Office Holders'.
- Oversee Student voice initiatives within the School.

Teaching

- The Deputy Head (Pastoral) will be expected to teach a significantly reduced timetable (see details below).
- Oversee the Scheme of Work for the Weekly Lower School Enrichment lesson.

This description is not intended as a total definition of the post but only an outline of the principal duties involved. The post-holder will be expected to carry out any other duties commensurate with the level of the post and which may reasonably be required by the Head according to the normal practice of an independent school. As a residential SLT position the postholder will support the Head of Student Experience and Head of Boarding with the boarding life of the School, including some evenings and weekends throughout the term.



Terms of Appointment

Hours

You will be required to work at reasonable times necessary for the proper performance of your duties. This will include work in the evenings and at weekends during term time.

Time off in School holidays

You are entitled to take as time off, a minimum of ten weeks per annum (including your statutory minimum holiday entitlement under the Working Time Regulations 1998) plus any additional time off which may be allowed by the Head during school holidays, but you may be required to assist him in school matters after the end and before the beginning of any school term. Any additional holidays are noncontractual.

Salary

The post comes with an attractive remuneration package, with a salary on the Sidcot Senior Leadership Scale commensurate with experience. Fee remission is available for children.

Contract

The post starts on 1 September 2026 and is full-time. There will be a probationary period of 12 months.

Teaching

The Deputy Head (Pastoral) will teach a significantly reduced timetable, variable according to timetabling commitments year on year. Any teaching subject will be acceptable. The post-holder will be required to undertake ongoing continual professional development and attend training courses as appropriate. The Teachers' Job Description and Person Specification will apply to the Teaching element of the role.

Pension

The post-holder will be eligible for membership of the School's workplace pension scheme.

Safeguarding

As part of the School's commitment to safeguarding and promoting the welfare of children, applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced DBS check.

Application Process

A fully completed application form, a CV and a supporting letter addressed to the Head, James Jones, should be submitted online via the School's website ([Sidcot.org.uk/jobs](https://sidcot.org.uk/jobs))

The closing date for applications is 5:00pm Monday 26 January 2026.

Candidates will be shortlisted on, Wednesday 28 January 2026.

First round interviews will take place during the week commencing 2 February 2026.

Second round interviews will take place during the week commencing 9 February 2026.





Sidcot
Live Adventurously

Sidcot School, Oakridge Lane, Winscombe, BS25 1PD
Tel: 01934 843102