



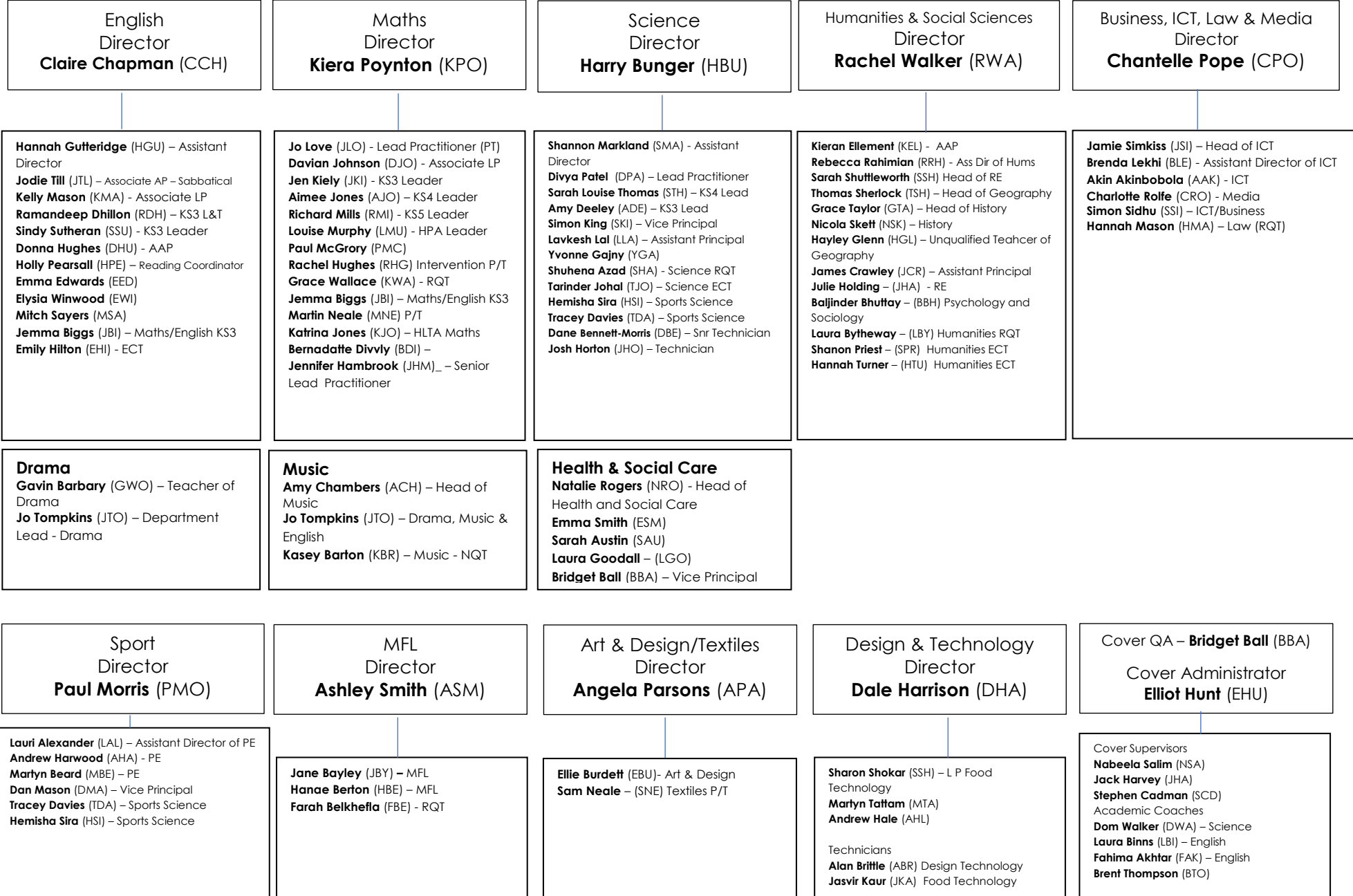
Management & Staffing Structure

Character | Organisation | Resilience | Excellence

Sept. 2021

05.11.2021

<p style="text-align: center;">Rod Hughes - Principal</p> <ul style="list-style-type: none"> • Vision, Values and Ethos • Self-Evaluation, Academy Development Planning – Including COVID-19 Recovery Planning • Strategic leadership of Finance, HR and Resource Management • Senior Leadership Team development • Liaison with Academy Trust, Governors and other stakeholders • Management of Academy Budget, Census, Academy Website & Parent View <p>Line Management</p> <ul style="list-style-type: none"> • Vice Principals & Assistant Principals. Associate Assistant Principal for Key Stage 5 (JBY) • PA, Business Manager, Finance Manager, Facilities Manager, Network Manager 							
<p style="text-align: center;">Dan Mason Vice Principal: Behaviour & Attitudes</p> <ul style="list-style-type: none"> • Safeguarding & Child Protection (SWO) & LAC (SWO) • Student conduct across the academy • SCR (TPO) • External links with LA and Safeguarding Children Boards, AP facilities • Student uniform • I.E. & REFLECT. Sanctions & Detentions • Alternative Provision • Student access arrangements • Staff Duties • Pupil Premium (Provision, Spend & Intervention) • Equality Information & Objectives & Police Liason project group <p>Line management</p> <ul style="list-style-type: none"> • Science (HBU) • PE/Sport & Health & BTEC Qualifications (PMO) • MFL & Community Languages (ASM) • SWB AP, I.E. & REFLECT • Associate Assistant Principal's for Key Stage 3 (LGO) & Key Stage 4 (DHU) 		<p style="text-align: center;">Bridget Ball Vice Principal: QA, Learning & Teaching & C.O.R.E.</p> <ul style="list-style-type: none"> • Curriculum - Intent • Academy QA, Monitoring and Evaluation activities • CORE Curriculum Overview (LGO/DHU/JBY) • MLT & Leadership development of Department Directors • Instructional Coaching • Learning & Teaching across the academy <ul style="list-style-type: none"> ○ Marking & Feedback ○ Teacher Appraisal & Pathways ○ New staff induction programme (DPA) ○ CPDL across the academy (DPA) <p>Line Management</p> <ul style="list-style-type: none"> • English • Maths • L&T Team & KEL • Cover (EHU) 			<p style="text-align: center;">Simon King Vice Principal: Raising Aspirations</p> <ul style="list-style-type: none"> • Aspiration University Academy • EBacc qualification outcomes • HPA students across the academy (Provision & Intervention) • Year 9 Options • Academic Review Days/Parents Evenings • Academy Calendar • External examinations & examination entries • Educational Visits Coordinator <p>Line Management</p> <ul style="list-style-type: none"> • Raising Aspirations Coordinator (TSH) • Business, ICT, Law & Media (CPO) • Drama & Music (GBA & APT) • Exams Officer (KJA) 		
<p style="text-align: center;">Sarah Woodbine Assistant Principal: Student Services & Safeguarding</p> <ul style="list-style-type: none"> • DSL and CPO • Executive lead for SEND • Prevent Strategy • Anti-Bullying programme • CPOMS • Academy attendance & punctuality • Vulnerable & Mental Health Strategy, RSHE • First aid and medical provision • Diversity Action Planning • LA & Safeguarding Boards • Medical AP facilities • Parental Concerns & Complaints <p>Line management</p> <ul style="list-style-type: none"> • Safeguarding Team • SENCO's (SAU & JKI) • Attendance Officer • Medical Officer 	<p style="text-align: center;">James Crawley Assistant Principal: Outcomes, Assessment & CEIAG</p> <ul style="list-style-type: none"> • Academic Outcomes & Interventions Year 7-113 • Assessment and internal examinations • SIMS/Quixote reporting to OAT • Assessments/Reporting to parents • CEIAG • Instructional Coaching <p>Line Management</p> <ul style="list-style-type: none"> • Humanities RWA (Mat Leave) (TSH/GTA/SST) • DoY 7, 8, 9, 10 - Achievement • Data Manager (EPE) • CEIAG Leader – Jo Jones (JJN) 	<p style="text-align: center;">Lavkesh Lal Assistant Principal: Timetable, Student Enrichment & Staff well-being</p> <ul style="list-style-type: none"> • Timetable • Homework/Home learning • Student Rewards • Staff Wellbeing & Staff Charter • Enrichment & competitions across the academy • iWill social action projects <p>Line management</p> <ul style="list-style-type: none"> • Art & Design (APA) • Design & Technology (DHA) • iWill Coordinator 	<p style="text-align: center;">Laura Goodall Associate Assistant Principal Key Stage 3</p> <ul style="list-style-type: none"> • Student Behaviour Key Stage 3 • Key Stage 3 Student Leadership Team & Prefects • C.O.R.E. day experiences in Year 7, 8 & 9 • Student Voice & Student council across the academy • Admissions • Year 5 & 6 Induction <p>Line Management</p> <ul style="list-style-type: none"> • HoY 7, 8 & 9 • DoY 7, 8 & 9 for C.O.R.E. Day & C.O.R.E. lessons • Health & Social Care 	<p style="text-align: center;">Donna Hughes Associate Assistant Principal Key Stage 4</p> <ul style="list-style-type: none"> • Student Behaviour Key Stage 4 • Key Stage 4 Student Leadership Team & Prefects • C.O.R.E. day experiences in Year 10 & 11 • Whole School Assemblies • PSHE & SMSC Delivery in C.O.R.E. sessions • British Values • Personal Tutor Programme, Mindset Monday, Tutor Tuesday, Worldwide Wednesday • Parent Voice <p>Line Management</p> <ul style="list-style-type: none"> • HoY 10 • HoY 11 • DoY 10 for C.O.R.E. Day & C.O.R.E. lessons 	<p style="text-align: center;">Jane Bayley Associate Assistant Principal Key Stage 5</p> <ul style="list-style-type: none"> • Student Behaviour & Progress in Key Stage 5 • SWB6 Recruitment • Key Stage 5 Student Leadership Team & Prefects • UCAS <p>Line Management</p> <ul style="list-style-type: none"> • SWB6 Achievement Leader (RMI) • Pastoral Leader (HWA) 	<p style="text-align: center;">Ali Lampitt Business Manager</p> <ul style="list-style-type: none"> • Academy policies • Finance • GDPR • HR and Recruitment • CENSUS • Marketing <p>Line Management</p> <ul style="list-style-type: none"> • Reception & Admin Team • Catering (DAL)/Lunchtime Team • Digital Media Officer 	<p style="text-align: center;">Kieran Element Acting Associate Assistant Principal</p> <ul style="list-style-type: none"> • Curriculum – Implementation & Impact • Knowledge Organisers • Instructional Coaching • Synoptic Tests with JCR <p style="text-align: center;">Jodie Till Associate Assistant Principal – (Sabbatical)</p>
<p>Senior Lead Practitioner: Jenny Hambrook (Maths) Coaching Lead Practitioners: Divya Patel (Science) - CPD, Training Days, Coaching. Jo Love (Maths) - ECT, Teacher Training, Coaching. Kelly Mason (English) – Literacy, Reading, Oracy & Coaching. Sharon Shokar (D&T) – Coaching (Mat Leave)</p>							



Student Support Structure 2021-22

Vice Principal – Behaviour & Attitudes
Dan Mason

Principal
Rod Hughes (RHU)

Associate Assistant Principal Key Stage 3 - **Laura Goodall (LGO)**
Student Behaviour, Expectations, Progress & Achievement in Key Stage 3
Anti-bullying
Pastoral intervention
Admissions & Year 6 Induction programme
Student Voice across the academy
Key Stage 3 Student Leadership Team & Prefects
Line management of Heads of Year 7, 8 & 9

Associate Assistant Principal Key Stage 4 - **Donna Hughes (DHU)**
Student Behaviour, Expectations, Progress & Achievement in Key Stage 4
Anti-bullying
Pastoral intervention
Personal Tutor Time across the academy & Whole School Assemblies
PSHCE & SMSC – RSE 2020
Key Stage 4 Student Leadership Team & Prefects
Line management of Heads of Year 10 & 11

Associate Assistant Principal Key Stage 5 –
Jane Bayley (JBY)
Student Behaviour, Expectations, Progress & Achievement in Key Stage 5
SWB6 Recruitment (Internal & External candidates)
Pastoral intervention
Key Stage 5 Student Leadership Team & Prefects
Line management of Achievement Leader & Pastoral Leader

Director of Year 7
Gavin Barbary (GWO)

- RAP (Achievement & Progress of cohort) Meetings
- Lead & QA CORE programme content & delivery
- Monitoring of students in lessons where student underperformance has been identified
- Progress & achievement for the year group
- Report to LGB & PB

Director of Year 8
Andy Harwood (AHA)

- RAP (Achievement & Progress of cohort) Meetings
- Lead & QA CORE programme content & delivery
- Monitoring of students in lessons where student underperformance has been identified
- Progress & achievement for the year group
- Report to LGB & PB

Director of Year 9
Brad Lawley (BLA)

- RAP (Achievement & Progress of cohort) Meetings
- Lead & QA CORE programme content & delivery
- Monitoring of students in lessons where student underperformance has been identified
- Progress & achievement for the year group
- Report to LGB & PB

Director of Year 10
Lauri Alexander (LAL)

- RAP (Achievement & Progress of cohort) Meetings
- Lead & QA CORE programme content & delivery
- Monitoring of students in lessons where student underperformance has been identified
- Progress & achievement for the year group
- Report to LGB & PB

Director of Year 11
role will be fulfilled by
JCR/DHU & RHU
through RAP
meetings

Achievement Leader
Sixth Form
Richard Mills (RMI)

Head of Year
Sixth Form
Helen Walker (HWA)

Head of Year 7
Hannah Steadman – Watt (HSW)

- Lead weekly assemblies
- Uniform
- Late duty rota
- Lead on all Pastoral & Behaviour Issues
- Attendance & Punctuality
- Rewards/ Detentions/ Social Exclusion

Head of Year 8
Sophie Powell (SPO)

- Lead weekly assemblies
- Uniform
- Late duty rota
- Lead on all Pastoral & Behaviour Issues
- Attendance & Punctuality
- Rewards/ Detentions/ Social Exclusion

Head of Year 9
Ross Jones (RJO)

- Lead weekly assemblies
- Uniform
- Late duty rota
- Lead on all Pastoral & Behaviour Issues
- Attendance & Punctuality
- Rewards/ Detentions/ Social Exclusion

Head of Year 10
Adam Quiney (AQU)

- Lead weekly assemblies
- Uniform
- Late duty rota
- Lead on all Pastoral & Behaviour Issues
- Attendance & Punctuality
- Rewards/ Detentions/ Social Exclusion

Head of Year 11
Donna Boxall (DBO)
Donna Broome (DBR)

- Lead weekly assemblies
- Uniform
- Late duty rota
- Lead on all Pastoral & Behaviour Issues
- Attendance & Punctuality
- Rewards/ Detentions/ Social Exclusion

CEIAG Leader
Joanna Jones (JJN)

Assistant Principal - Student Services - DSL
- **Sarah Woodbine (SWO)**

- DSL and CPO
- Executive lead for SEND
- Prevent Strategy
- Anti-Bullying programme
- CPOMS
- Academy attendance & punctuality
- Vulnerable & Mental Health Strategy
- First aid and medical provision
- Diversity Action Planning
- LA & Safeguarding Boards
- Medical AP facilities
- Parental Concerns & Complaints

On site AP manager
Sharon Meanley (SME)
Student Interventions/
Managed Moves
Pete Thirlaway (PTH)
Behaviour Mentor
Ray Reid (RRE)

HLTA
Donna Whittaker (DWH)
Katrina Jones (KJO)
TA
Grace Jones (GJO)
Lisa Porter (LPO)
Mark Capewell (MCA)
Tess Taylor (TTA)
Sam Turner (STU)
Jennifer Timmins (JTM)
Katie Dunn (KDU)
Laura Cooper (LCO)
Josie Morgan (JMO)

Attendance
Officer
Sharon Kelly (SKE)

Medical TA
Lisa Porter (LPO)
Kevin Williams (KWI)

Safeguarding and
Family Support Officer
Chris Simpson (CSI)

Deputy SG
Officer
Julie Jones (JJO)

SENCO
Jen Kiely (JKE)
Sarah Austin (SAU)

Behaviour
Mentor
Gemma Nash (GNA)
Ray Reid (RRE)

Head of Year - Support
Kevin Williams (KWI)

- Uniform
- Late duty rota
- Support as HOY on Pastoral & Behaviour Issues
- Attendance & Punctuality
- Support on Rewards/ Detentions/ Social Exclusion

Administration & Operational Services 2021-22

