



Management & Staffing Structure

Updated 19/12/18

Mr R Hughes - Principal

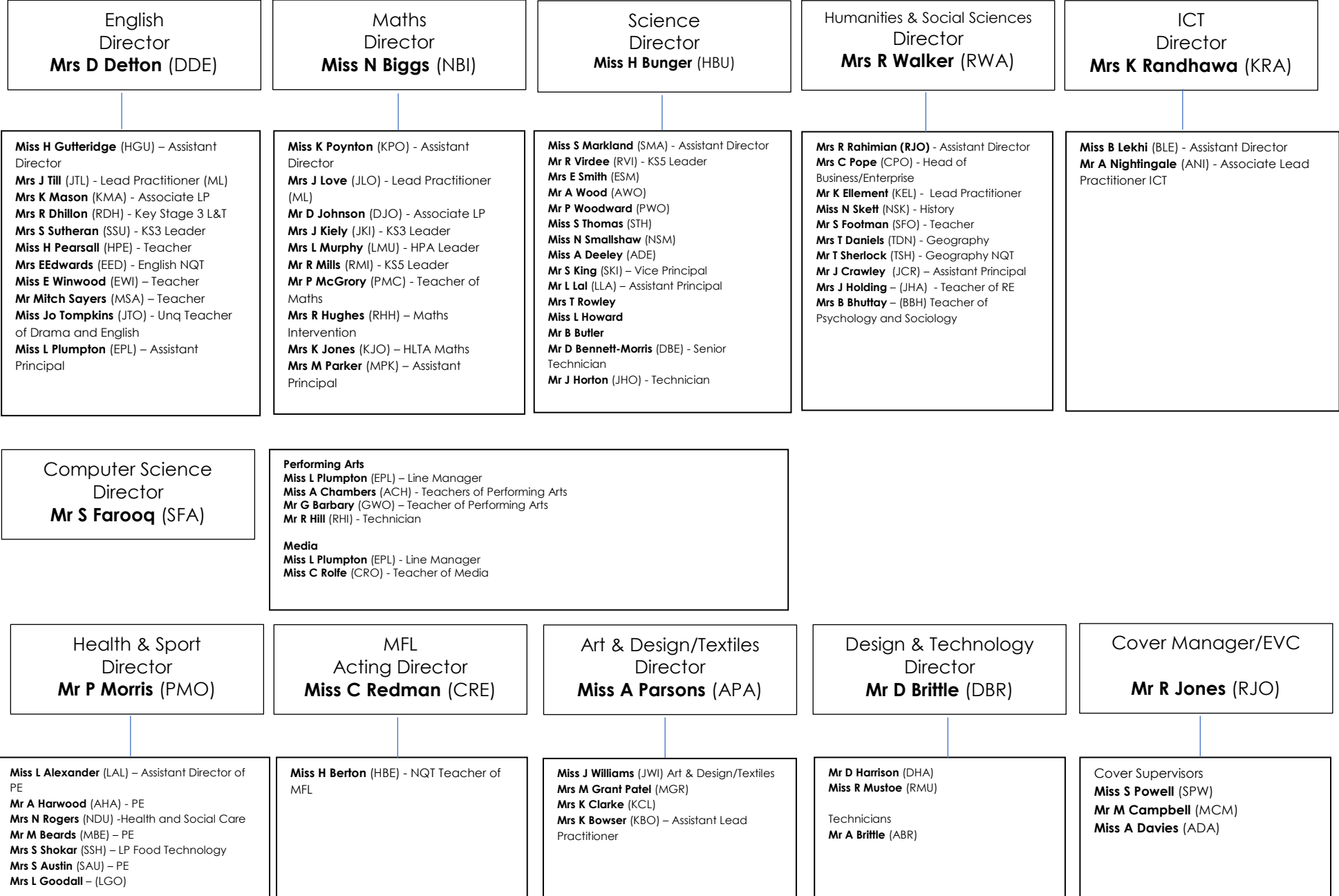
- Vision and ethos
- Academy policies
- Self-Evaluation, Academy Development Planning
- Strategic leadership of Finance, HR and Resource Management
- Senior Leadership Team development
- Liaison with Academy Trust, Governors and other stakeholders

Line Management

- Vice Principals & Assistant Principals
- Senior Director Student Services, Senior Director for Key Stage 3 & Senior Director Key Stage 4
- PA to the Principal - **Jo Timmis (JTI)**

<p>Mrs D Bailey Vice Principal: Raising Standards</p> <ul style="list-style-type: none"> • Deputise for the Principal/Daily running of the academy • Academic Outcomes & Interventions Year 7-11 • Targeted student provision mapping • EBacc qualification outcomes • Pot 3/Open Pot qualification outcomes • Year 8 Options Process • Academy monitoring, evaluation & QA strategy • Cover • SCR <p>Line management</p> <ul style="list-style-type: none"> • Art & Technology 	<p>Mr S King Vice Principal: Assessment & Sixth Form</p> <ul style="list-style-type: none"> • Quality Assurance of all standards for Key Stage 5 • Raising Standards and intervention for Key Stage 5 • Recruitment for Key Stage 5 • HPA Boys - Year 11 • Raising aspirations across the academy • Curriculum development & planning • Year 8 Options <p>Line Management</p> <ul style="list-style-type: none"> • Senior Director Key Stage 5 • Raising Aspirations • Computer Science 	<p>Mr M Palfreyman Vice Principal - Operations and Resources</p> <ul style="list-style-type: none"> • Deputise for the Principal/Daily running of the academy • Management of Academy Budget • Operations staff, (including Appraisal) • Marketing, Public Events and Publications • Development of Primary Partnership strategy (including transition and student recruitment) • Health & Safety, Academy Transport, Duty Rota, Lockdown • Income generation projects including lettings, SLE, conference facilities • Census <p>Line Management</p> <ul style="list-style-type: none"> • HR/Admin Manager • Facilities, Finance and ICT Network Managers • Associate Business Manager 	<p>Miss B Ball Vice Principal: Learning & Teaching</p> <ul style="list-style-type: none"> • Academy QA activities • Learning & Teaching across the academy • Teaching Pathways • Marking & Feedback • Teacher Appraisal • CPD across the academy • SLE's & Outreach • Leadership development of Department Directors • New staff induction programme • Training Days <p>Line Management</p> <ul style="list-style-type: none"> • Learning and Teaching Team • Lead Practitioners • BTEC Qualifications
<p>Mr L Lal Assistant Principal: Independent Learning</p> <ul style="list-style-type: none"> • Homework/Independent learning • Timetable • NQT/GTP/ITT • Rewards • British Values • Staff Wellbeing <p>Line management</p> <ul style="list-style-type: none"> • Science • Sport & Health 	<p>Mrs M Parker Assistant Principal: Data Development & Reporting</p> <ul style="list-style-type: none"> • Academy academic data • Y10 outcomes • Go4Schools strategy/EVA reporting to OAT • On-line engagement and reporting to parents • Academic Review Days/Parents Evenings (Supporting MPA) • Numeracy <p>Line Management</p> <ul style="list-style-type: none"> • Maths • ICT • Data Manager 	<p>Miss L Plumpton Assistant Principal: Literacy & Leadership Development</p> <ul style="list-style-type: none"> • Removing barriers to learning (Year 11 extended responses across the curriculum) • Year 7 Catch Up provision and reporting • Leadership development programmes across the academy • Assemblies • PSHCE & SMSC <p>Line Management</p> <ul style="list-style-type: none"> • English • Performing Arts and Media • MFL & Community Languages • Reading Co-ordinator & Library 	<p>Mr J Crawley Assistant Principal: Intervention & Enrichment</p> <ul style="list-style-type: none"> • Year 11 Intervention • CEIAG • HPA students across the academy (Provision & Intervention) • Pupil Premium across the academy (Provision, spend & Intervention) • HPA Boys - Year 10 • Enrichment across the academy • House Competitions <p>Line Management</p> <ul style="list-style-type: none"> • Humanities • CEIAG Leader – Joanna Jones (JJN)
<p style="text-align: center;">Senior Directors:</p> <p style="text-align: center;">Mrs L Goodall (Key Stage 3), Mrs D Hughes (Key Stage 4), Mrs J Bayley (Key Stage 5) and Miss S Woodbine (Student Services) – All present at SLT Meetings</p>			

Departmental Structure 2018-19



Pastoral Structure 2018-19

Principal
Mr R Hughes

Vice Principal
Mr S King (SKI)

Senior Director Key Stage 3 – **Mrs L Goodall (LGO)**

Student Behaviour & Expectations in Key Stage 3
Anti-bullying
Pastoral Intervention
Admissions
Key Stage 3 Student Leadership Team & Prefects
Line management of Directors & Heads of Year 7, 8 & 9

Senior Director Key Stage 4 – **Mrs D Hughes (DHU)**

Student Behaviour & Expectations in Key Stage 4
Anti-bullying
Pastoral intervention
Form Time across the academy & Enrichment
Key Stage 4 Student Leadership Team & Prefects
Line management of Directors & Heads of Year 10 & 11

Senior Director Key Stage 5 – **Mrs J Bayley (JBY)**

Student Behaviour & Expectations in Key Stage 5
Pastoral intervention
Key Stage 5 Student Leadership Team & Prefects
Line management of Achievement Leader, Pastoral Leader & Deputy Head of SWB6

Director of Year 7
Mrs S Austin (SAU)

- Student Achievement
- Overview of Progress & Behaviour
- RAP Meetings
- Sub Group analysis
- Overview of attendance
- Form Tutor Team

Director of Year 8
Mr A Harwood (AHA)

- Student Achievement
- Overview of Progress & Behaviour
- RAP Meetings
- Sub Group analysis
- Overview of attendance
- Form Tutor Team

Director of Year 9
Mr G Barbary (GWO)

- Student Achievement
- Overview of Progress & Behaviour
- RAP Meetings
- Sub Group analysis
- Overview of attendance
- Form Tutor Team

Director of Year 10
Miss A Chambers (ACH)

- Student Achievement
- Overview of Progress & Behaviour
- RAP Meetings
- Sub Group analysis
- Overview of attendance
- Form Tutor Team

Director of Year 11
Mrs V Dorsett (VDO)

- Student Achievement
- Overview of Progress & Behaviour
- RAP Meetings
- Sub Group analysis
- Overview of attendance
- Form Tutor Team

Head of Year 7
Mr I Smith (ISM)

- Student Welfare
- Pastoral/Behaviour Issues
- Attendance
- Punctuality

Head of Year 8
Mr K Williams (KWI)

- Student Welfare
- Pastoral/Behaviour Issues
- Attendance
- Punctuality

Head of Year 9
Mr A Quiney (AQU)

- Student Welfare
- Pastoral/Behaviour Issues
- Attendance
- Punctuality

Head of Year 10
Mrs D Broome (DBR)

- Student Welfare
- Pastoral/Behaviour Issues
- Attendance
- Punctuality

Head of Year 11
Mrs D Boxall (DBO)

- Student Welfare
- Pastoral/Behaviour Issues
- Attendance
- Punctuality

Achievement
Leader
Sixth Form
Mr R Mills
(RMI)

Deputy
Head of
Sixth Form
**Mrs B
Bhuttay**
(BBH)

Pastoral
Leader
Sixth Form
**Miss H
Walker**
(HWA)

Sixth Form
Personal Tutors

Miss K Dunn - TA

CEIAG Leader

Mrs J Jones (JJN)

Senior Director of Student Services - SENCO – **Mrs S Woodbine (SWO)**

Child Protection (Designated Safeguarding Lead)
Anti-Bullying strategic lead
Attendance & Punctuality
IE and REFLECT rooms
SEND and LAC provision and achievement
Student First Aid/Medical needs
External Multi Agencies
Mental Health strategy
Alternative Provision

HLTA

Mrs D Moores (DMO)
Mrs P Capper (PCA)

Attendance
Officer
Mrs S Kelly
(SKE)

Internal Exclusion
Manager
Mrs S Meanley
(SME)

Medical Officer
Mr D Pumphrey
(DPU)

Safeguarding and
Family Support Officer
Mr C Simpson
(CSI)

Deputy SG
Officer
Miss J Jones
(JJO)

Deputy SENCO
Mrs A Keen
(AKE)

Student
Interventions &
Transport
Mr P Thirlaway
(PTH)

TA

Miss G Jones (GJO)
Mrs L Porter (LPO)
Mr M Capewell (MCA)
Mrs T Taylor (TTA)
Mrs S Turner (STU)
Mr A Pugh (APU)
Mrs EOsbourne (EOS)
Miss J Timmins (JTM)

Administration & Operational Services 2018-19

