



Management & Staffing Structure

Updated 19/12/18

Rod Hughes - Principal

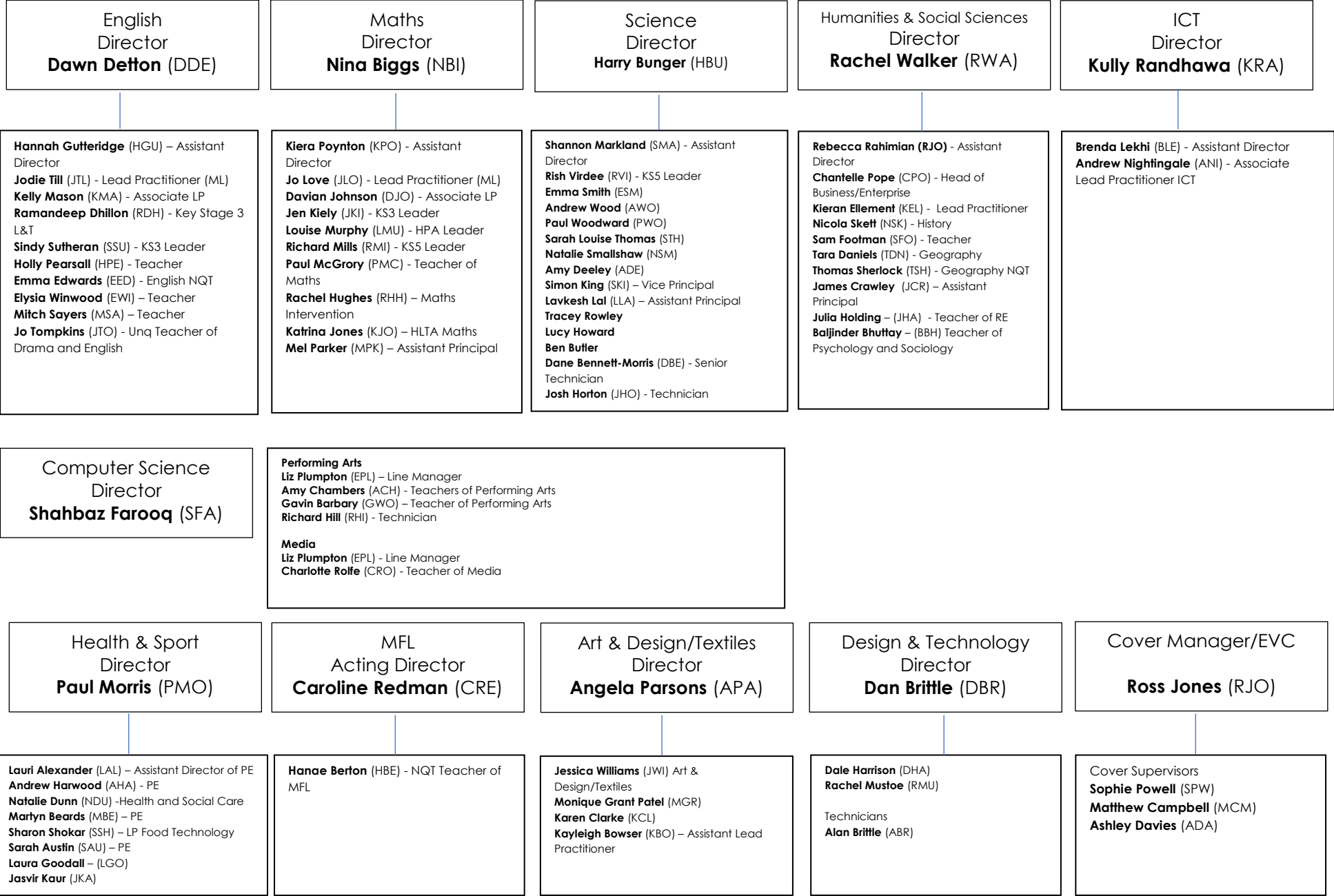
- Vision and ethos
- Academy policies
- Self-Evaluation, Academy Development Planning
- Strategic leadership of Finance, HR and Resource Management
- Senior Leadership Team development
- Liaison with Academy Trust, Governors and other stakeholders

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>Dawn Bailey Vice Principal: Raising Standards</p>	<p>Simon King Vice Principal: Assessment & Sixth Form</p>	<p>Martyn Palfreyman Vice Principal - Operations and Resources</p>	<p>Bridget Ball Vice Principal: Learning & Teaching</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 	<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 	<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"> • Performing Arts and Media • HR/Admin Manager • Facilities, Finance and ICT Network Managers • Associate Business Manager 	<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"> • English • Learning and Teaching Team • Lead Practitioners • BTEC Qualifications
<p>Lavkesh 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>Mel 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 • Numeracy • Reading Co-ordinator & Library • Year 7 Catch Up provision and reporting <p>Line Management</p> <ul style="list-style-type: none"> • Maths • ICT • Data Manager 	<p>James 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 • MFL & Community Languages • CEIAG Leader – Joanna Jones (JJN) 	
<p style="text-align: center;">Senior Directors:</p> <p style="text-align: center;">Laura Goodall (Key Stage 3), Donna Hughes (Key Stage 4), Jane Bayley (Key Stage 5) and Sarah Woodbine (Student Services) – All present at SLT Meetings</p>			

Departmental Structure 2018-19



Pastoral Structure 2018-19

**Principal
Rod Hughes**

**Vice Principal
Simon King (SKI)**

Senior Director Key Stage 3 - **Laura 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

Director of Year 7
Sarah Austin (SAU)

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

Director of Year 8
Andy Harwood (AHA)

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

Director of Year 9
Gavin Barbary (GWO)

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

Head of Year 7
Iain Smith (ISM)

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

Head of Year 8
Kevin Williams (KWI)

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

Head of Year 9
Adam Quiney (AQU)

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

Senior Director Key Stage 4 - **Donna Hughes (DHU)**

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

Director of Year 10
Amy Chambers (ACH)

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

Head of Year 10
Donna Broome (DBR)

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

Director of Year 11
Vicky Dorsett (VDO)

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

Head of Year 11
Donna Boxall (DBO)

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

Senior Director Key Stage 5 - **Jane 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

Achievement
Leader
Sixth Form
**Richard Mills
(RMI)**

Deputy
Head of
Sixth Form
**Bal Bhuttay
(BBH)**

Pastoral
Leader
Sixth Form
**Helen
Walker
(HWA)**

Sixth Form
Personal Tutors
Katie Dunn - TA

CEIAG Leader
**Joanna Jones
(JJN)**

Senior Director of Student Services - SENCO - **Sarah 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
**Donna Moores (DMO)
Pat Capper (PCA)**

TA
**Grace Jones (GJO)
Lisa Porter (LPO)
Mark Capewell (MCA)
Tess Taylor (TTA)
Sam Turner (STU)
Anthony Pugh (APU)
Emma Osbourne (EOS)
Jennifer Timmins (JTM)**

Attendance
Officer
**Sharon Kelly
(SKE)**

Internal Exclusion
Manager
**Sharon Meanley
(SME)**

Medical Officer
**Dom Pumphrey
(DPU)**

Safeguarding and
Family Support Officer
**Chris Simpson
(CSI)**

Deputy SG
Officer
**Julie Jones
(JJO)**

Deputy SENCO
**Anne Keen
(AKE)**

Student
Interventions &
Transport
**Pete Thirlaway
(PTH)**

Administration & Operational Services 2018-19

