

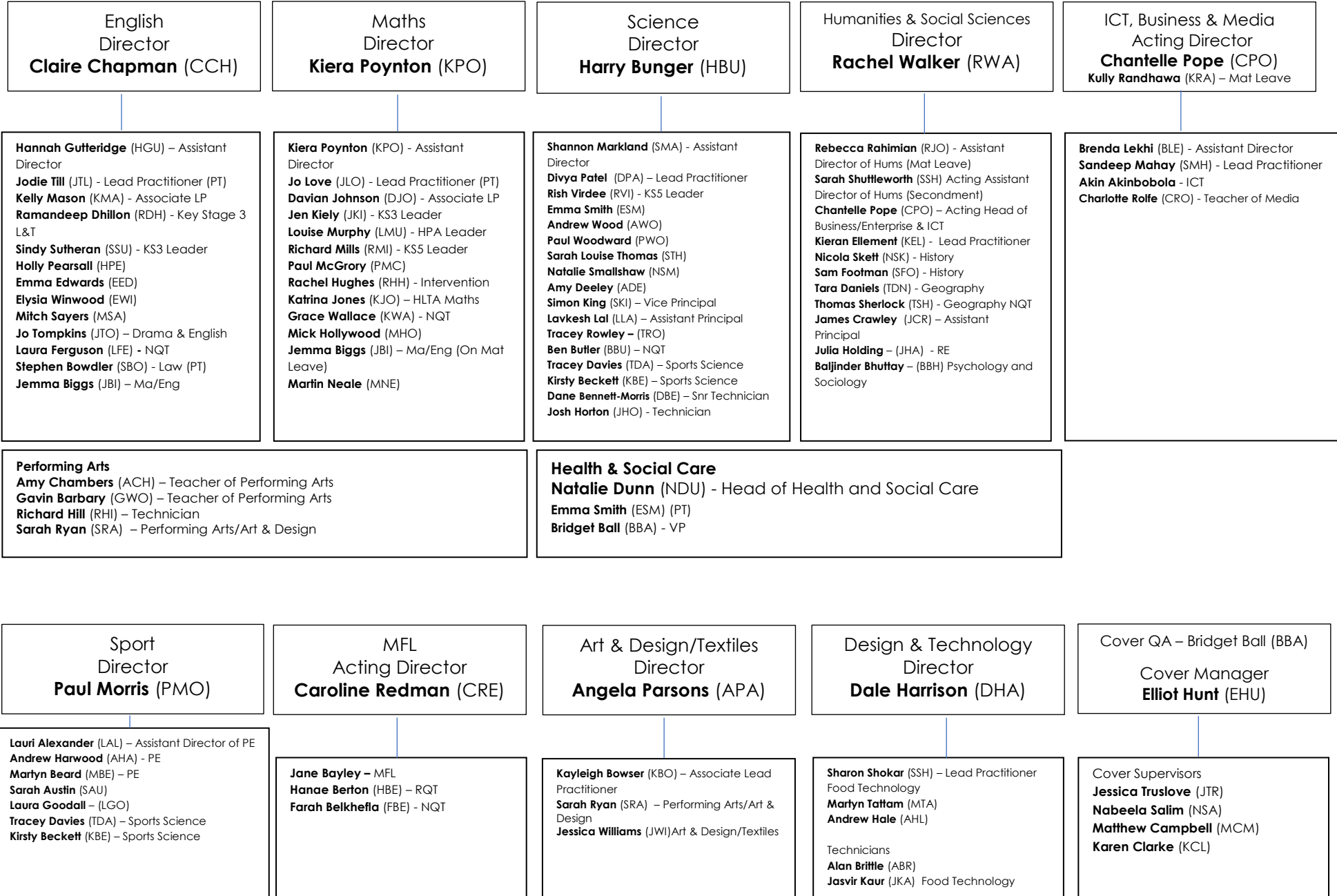


# Management & Staffing Structure

Character | Organisation | Resilience | Excellence

<p style="text-align: center;"><b>Rod Hughes - Principal</b></p> <ul style="list-style-type: none"> <li>• Vision and ethos</li> <li>• Academy policies</li> <li>• Self-Evaluation, Academy Development Planning</li> <li>• Strategic leadership of Finance, HR and Resource Management</li> <li>• Senior Leadership Team development</li> <li>• Liaison with Academy Trust, Governors and other stakeholders</li> <li>• Management of Academy Budget Census, Academy Website &amp; Parent View</li> </ul> <p><b>Line Management</b></p> <ul style="list-style-type: none"> <li>• Vice Principals &amp; Assistant Principals</li> <li>• PA to the Principal</li> <li>• Associate Business Manager</li> </ul>		
<p><b>Dan Mason</b> <b>Vice Principal: Behaviour &amp; Attitudes</b></p>	<p><b>Bridget Ball</b> <b>Vice Principal: QA, Learning &amp; Teaching &amp; C.O.R.E.</b></p>	<p><b>Simon King</b> <b>Vice Principal: Curriculum &amp; Sixth Form</b></p>
<ul style="list-style-type: none"> <li>• Student conduct across the academy</li> <li>• External links with local authorities and Safeguarding Children Boards, AP facilities</li> <li>• Safeguarding &amp; Child Protection (SWO)</li> <li>• Student uniform</li> <li>• CORE Curriculum (BBA)</li> <li>• I.E. &amp; REFLECT. Sanctions &amp; Detentions</li> <li>• LAC (SWO)</li> <li>• Alternative Provision (SWO)</li> <li>• Admissions (LGO)</li> <li>• Pupil Premium across the academy (Provision, spend &amp; Intervention)</li> <li>• Year 7 Catch Up (Provision, spend &amp; Intervention)</li> <li>• SCR</li> <li>• Equality Information &amp; Objectives</li> </ul> <p><b>Line management</b></p> <ul style="list-style-type: none"> <li>• PE/Sport &amp; Health</li> <li>• MFL &amp; Community Languages</li> <li>• I.E. &amp; REFLECT</li> <li>• Senior Directors for Key Stage 3 (LGO) &amp; Key Stage 4 (DHU)</li> </ul>	<ul style="list-style-type: none"> <li>• Academy QA, Monitoring and Evaluation activities</li> <li>• Learning &amp; Teaching across the academy</li> <li>• CORE Curriculum</li> <li>• Marking &amp; Feedback</li> <li>• Teacher Appraisal</li> <li>• Teacher CPD Pathways</li> <li>• CPD across the academy</li> <li>• Training Days</li> <li>• SLE's &amp; Outreach</li> <li>• Leadership development of Department Directors and MLT</li> <li>• New staff induction programme</li> <li>• Numeracy, Literacy &amp; Oracy (JLO &amp; JTI)</li> <li>• Library (CKE)</li> </ul> <p><b>Line Management</b></p> <ul style="list-style-type: none"> <li>• English</li> <li>• Maths</li> <li>• Lead Practitioners</li> <li>• BTEC Qualifications</li> <li>• Reading Co-ordinator &amp; Library</li> <li>• Cover (EHU)</li> </ul>	<ul style="list-style-type: none"> <li>• Line management and Quality Assurance of all aspects for Key Stage 5 (JBY)</li> <li>• Raising aspirations across the academy</li> <li>• HPA Boys</li> <li>• HPA students across the academy (Provision &amp; Intervention)</li> <li>• Curriculum development &amp; planning</li> <li>• Year 8 Options</li> <li>• Academic Review Days/Parents Evenings</li> <li>• Academy Calendar</li> <li>• External Examinations &amp; External Examination entries</li> </ul> <p><b>Line Management</b></p> <ul style="list-style-type: none"> <li>• Senior Director Key Stage 5</li> <li>• Raising Aspirations Coordinator</li> <li>• Business, ICT &amp; Media</li> <li>• Performing Arts</li> <li>• Exams Officer (KJA)</li> <li>• Educational Visits (RJO)</li> </ul>
<p><b>Sarah Woodbine</b> <b>Assistant Principal: Student Services &amp; Safeguarding</b></p>	<p><b>James Crawley</b> <b>Assistant Principal: Outcomes, Assessment &amp; Enrichment</b></p>	<p><b>Lavkesh Lal</b> <b>Assistant Principal: Timetable, Homework, Rewards &amp; Staff well-being</b></p>
<ul style="list-style-type: none"> <li>• Safeguarding and Child Protection Officer</li> <li>• Prevent Strategy</li> <li>• CPOMS</li> <li>• Academy attendance and punctuality</li> <li>• Vulnerable students &amp; Mental Health Strategy</li> <li>• First aid and medical functions</li> <li>• External links with local authorities and Safeguarding Children Boards</li> <li>• AP facilities</li> </ul> <p><b>Line management</b></p> <ul style="list-style-type: none"> <li>• Safeguarding Team</li> <li>• Attendance Officer</li> <li>• iWill project</li> </ul>	<ul style="list-style-type: none"> <li>• Academic Outcomes &amp; Interventions Year 7-11</li> <li>• EBacc qualification outcomes</li> <li>• Assessment and internal examinations</li> <li>• Year 11- Targeted student provision mapping</li> <li>• Curriculum development &amp; planning (Supporting SKI)</li> <li>• Go4Schools strategy/Quixote reporting to OAT</li> <li>• CEIAG</li> <li>• Enrichment across the academy/House Competitions</li> </ul> <p><b>Line Management</b></p> <ul style="list-style-type: none"> <li>• Humanities</li> <li>• Data Manager</li> <li>• CEIAG Leader – Joanna Jones (JJN)</li> </ul>	<ul style="list-style-type: none"> <li>• Homework</li> <li>• Timetable</li> <li>• NQT/GTP/ITT</li> <li>• Student Rewards</li> <li>• British Values</li> <li>• Staff Wellbeing</li> </ul> <p><b>Line management</b></p> <ul style="list-style-type: none"> <li>• Science</li> <li>• Art &amp; Design</li> <li>• Design &amp; Technology</li> </ul>
<p><b>Senior Directors: Laura Goodall</b> (Key Stage 3), <b>Donna Hughes</b> (Key Stage 4) &amp; <b>Jane Bayley</b> (Key Stage 5) – Present at SLT Meetings</p>		
<p><b>Lead Practitioners:</b> Jodie Till (English), Jo Love (Maths), Divya Patel (Science), Kieran Ellement (Humanities), Sandeep Mahay (ICT &amp; Computer Science), Sharon Shokar (Technology) – Invited to SLT Meetings as appropriate</p>		

**Departmental Structure 2019-20**



**Pastoral Structure 2019-20**

Vice Principal – Behaviour & Attitudes  
**Dan Mason**

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

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

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

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  
**Amy Chambers (ACH)**

- 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  
**Amy 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 10  
**Vicky Dorset (VDO)**

- 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

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

Head of Year 7  
**Hayley Glenn (HGL)**

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

Head of Year 8  
**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 9  
**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 10  
**Ross Jones (RJO)**

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

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)**

Assistant Principal - Student Services - DSL - **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)**  
**Emma Osbourne (EOS)**  
**Jennifer Timmins (JTM)**

Attendance Officer  
**Sharon Kelly (SKE)**

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

Behaviour Mentor  
**Ray Reid (RRE)**  
**Jemma Nash (JNA)**

Medical Officer  
**Dom Pumphrey (DPU)**

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

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

SENCO  
**Jen Kiely (JKE)**  
**Sarah Austin (SAU)**

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

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 2019-20**

