



Management & Staffing Structure

Character | Organisation | Resilience | Excellence

Vers - Jan 2020

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
- Management of Academy Budget Census, Academy Website & Parent View

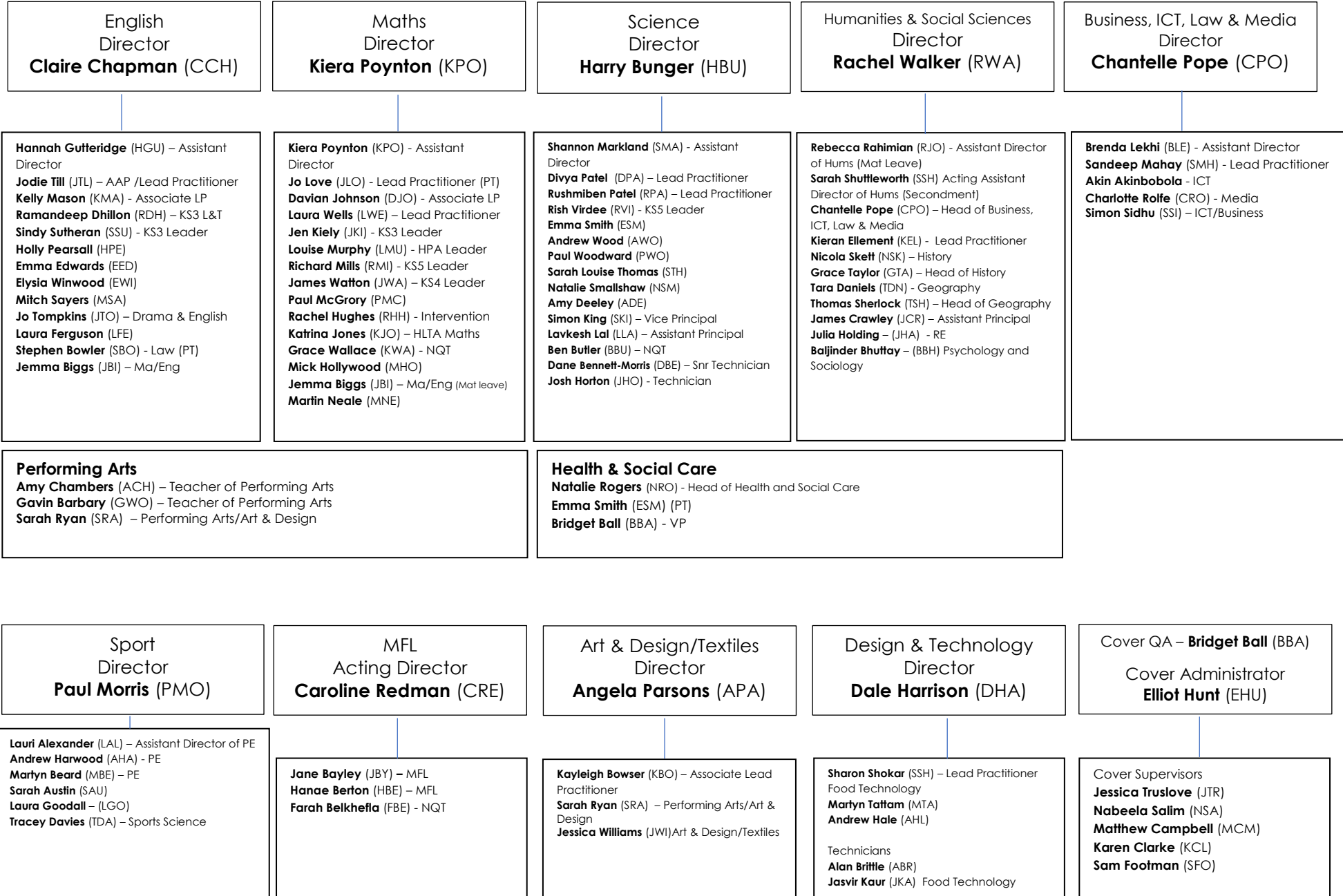
Line Management

- Vice Principals & Assistant Principals
- PA to the Principal
- Associate Business Manager

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

Senior Directors: Laura Goodall (Key Stage 3), Donna Hughes (Key Stage 4) & Jane Bayley (Key Stage 5) – Present at SLT Meetings

Lead Practitioners: Jo Love, Laura Wells (Maths), Divya Patel, Rush Patel (Science), Kieran Ellement (Humanities), Sandeep Mahay (ICT & CS), Sharon Shokar (Technology), – Invited to SLT Meetings as appropriate



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 Patterson (APT)

- 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
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 10
Vicky Dorseth (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 Whittaker (DWH)
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)
Gemma 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

