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| **SIR JOHN THURSBY – LEADERSHIP TEAM STRUCTURE 2019-20****Headteacher - Rob Browning** Specific responsibilities: ethos, strategic vision and oversight of SEF/SIP/Monitoring & Evaluation (with DHTs), progress of learners, target setting, appraisal, staff welfare, external & internal communication, recruitment, governance, surveys, line management of leadership team, Health and Safety, HR, budget oversight, assemblies, community, duties**Line management: DHTs, Science, MFL, Geography, PE, The Arts** |
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| **Raising achievement – Teaching & learning and staff development**  |  | **Raising Achievement – Outcomes and curriculum** |  | **Raising Achievement - Climate for learning** |  | **Raising Achievement - Inclusion** |
| **Deputy Headteacher – Lindsay Tibbs*** Developing all teaching & teachers to be at least good
* Quality assurance of teaching day to day
* Reporting the quality of teaching and learning to LT & external audiences
* Leadership of T&L team (AHT & LPs)
* Leadership of coaching and support programmes for staff
* Developing the effectiveness of Middle Leadership
* CPD lead
* Oversight of the School calendar
* Leadership of programmes for ITT, new staff, Teach First/NQT/RQT
* Oversight of timetable production
* Oversight of primary liaison & transition
* EVC
* **Line management: AHT (FRD), T&L team, English, History, RE/SMSC/Cit, Cover Supervisors**

**Assistant Headteacher – Faz Rashid*** Monitoring standards in teaching and learning, with specific responsibility for marking & feedback & effective loppy learning
* Disseminating evidence-based education research
* Leadership of out of class learning including ID and stretch projects (including cultural capital and activities week)
* Implementation of coaching & support programmes for teaching staff
* **Line management: DT, ICT**
 |  | **Deputy Headteacher – Claire George** * Raising standards 7-11
* Monitoring & reporting on the achievement and progress, attendance & engagement of all learners against national benchmarks to LT and external agencies
* Triggering intervention strategies when learners are performing below expected progress
* Oversight of the assessment calendar
* Oversight of reporting to parents (including SIMS Gateway)
* Parental engagement
* Responsible for the design, management, implementation and evaluation of the curriculum model to meet national agendas
* Leadership of the options process
* QA of the pastoral curriculum
* Developing the effectiveness of Middle Leadership (Curriculum & Pastoral)
* Oversight of exams
* DSL
* Student mentoring
* Careers
* **Line management: AHT (GWS, NTG Vacancy), Maths, Alt Provision, Careers**

**Assistant Headteacher – Vacant*** Ensuring assessment is robust and accurate and informs next steps in learning
* With DHT monitoring & evaluating academic standards & reporting to leaders and Governors using student data
* Leading interventions to improve the attainment of underperforming groups
* Operational procedures for exams
* Monitoring & tracking of the effectiveness of school intervention
* Responsible for DV and Year 7 catch up funding
* **Line management: Vocational area, Data Manager, Exams**
 |  | **Assistant Headteacher – Gary Woods*** Leadership of the behaviour strategy (including rewards)
* Leadership of the attendance strategy
* **Line management: P&G teams, attendance team & work room manager**
 |  | **Assistant Headteacher – Nikki Tregay*** Child protection and Lead DSL
* Overview for the progress and attainment of pupils with SEND
* Overview for the progress and attainment of pupils with EAL
* Overview for the progress and attainment of pupils on Alternative Provision
* Responsible for the progress and attainment of CLA
* Online Safety
* **Line management: SEND, EAL, Blue Room, Green Room, Family Support team**
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| **Raising Achievement – Effective use of resources** **School Business Manager - Toni Collinge**Finance (budget and financial planning), Catering, Health & Safety, Premises and PFI, support staff performance management, HR, Strategic deployment of ICT, effective deployment of cover**Line management: Assistant SBM, ICT Manager, Catering Manager, Office Manager, Heads’ PA, Finance Officer**  |