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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** |
| **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** | | | | | | |