

Leadership Schematic Final Sept 2022

James Lascelles, Headmaster + CEO
Ethos, Standards & Vision
 School Standards & Outcomes
 Academic Standards & Pastoral Standards
Chair of SLT & Governors Strategy Group
 Relationship Management of Key Stakeholders
Strategic
 Triennial Growth and Development Strategy
 Development/Financial/Site & Curriculum Planning
 Admissions, Marketing, Public Relations, HR and Recruitment
 Governance & OFSTED Preparation Coordination

Chief Accounting Officer

**Rachel Mowbray
Finance Director & CFO**
 Governance & Strategic Finance & IT Development

**HM PA
Lisa Underdown**
 Admissions & HR Admin inc.SCR. Website/Marketing

Financial & HR
 - Curriculum & Staffing
 - Five Year Budget Planning
 - Site Development Planning
 - Audit Appointment
 - Senior HR Advisor

**Finance Managers
Lisa Bannister & Charmain Hendrikse**
 KEVIGS Finance, HR & Payroll

Network Manager
 IT Infrastructure
 IT Development Planning

Department for Education & EFSA

Trust Board & Local Governing Body

**Foundation Governors
Friends of the School**

High Achieving Challenge Schools

Grammar School Consortium & GSHA

Strategic Leadership of.....

**Laura Reeve, Deputy Head Pastoral Support & Intervention [SEND/CO + DSL]
Governors ECM Representative**

**Strategic Oversight and Leadership of Pastoral Standards [inc.DSL]
Student and Staff Welfare, SEND/PP and Intervention Strategies**

Responsible for the overall Quality of Pastoral Leadership, Behaviour, Welfare and Intervention Strategies to ensure that:

- There is a clear pastoral development plan in place to embed and develop the school's reputation for providing a holistic, safe and supportive learning environment for all students.
- There are high quality processes, procedures and support teams in place to quickly assess and identify student needs be they behavioural, additional learning, or social/welfare/mental health.
- The effective leadership of the monitoring of students ensure that an effective and collaborative triage process is created that ensure that information about students flows from the pastoral to the academic.

**Adele Teasal, Deputy Head Academic
Digital Development and Learning
Governors C&S Representative**

Strategic Oversight and Leadership of Academic Standards, Staff and Student Learning, and Digital Development

Responsible for the overall Quality of Education from Y7-13 and Leadership of Education in the school to ensure that:

- There is a clear curriculum development plan in place to embed student progress at P8 of 0.5+ and A Level progress at 0.2+ so as to support strong uptake into high quality competitive apprenticeships and universities.
- There is a clear digital development strategy in place to move the school towards the digital classroom and embed real world skills thus preparing students for the digital world of work they will enter.
- There are clear training, support and monitoring plans linked to these that ensure that all Directors, Subject Leaders, Departments and Teachers are provided with high quality support, intervention and CPD linked to need.

**Nick Robertson Deputy Head
Operations & Logistics
Governors Finance & Estates Representative**

Strategic Oversight and Leadership of Operations + Logistics

Responsible for ensuring that the overall operations and logistics of the school support the delivery of a high quality, academic, holistic, education by ensuring that:

- There is clear, consistent, effective planning and communication in all areas of day to day academic operations, logistics and forward planning to ensure the school delivers a high-quality education.
- There is a renewed emphasis on developing the wider leadership and development of the House system, Enrichment, Trips, Events, Exchanges and Visits, and other opportunities post pandemic that realigns the school with its heritage and reputation in this area.
- The school has robust plans for the future growth and development of the school site, its buildings, facilities and estates.

Management and Operationalisation of.....

Stuart Wood Add. Needs Team Leader + Safeguard Assistant	Tracy Challis Wellbeing Team Leader + Safeguard Assistant	<i>Shared Line Management of</i> Jenny Bentley Dir Stu Int. [Dep.DSL] Elaine Sanderson Dir. Staff Welfare		Line Management of Directors Group BlueSky PM & CPD	Shared Line Management of Day to Day Operations, Logistics & Exams Teams	Erica Hill Director Adventure	Ian Thrower Director of Sport	Stuart Taylor Catering Manager	
Jane Pickering, KESH Admin + Safeguard Assistant Missing, TACs, EHAs, PSP, Boss, External Agencies, Vaccines, FSM, Pupil Premium Admin	Wellbeing Team ELSA and Counsellors Staff Support and EAP Student Support Teams Wellbeing Champions Young Careers, LGBTQ+ Student & Parent Liaison TACs, EHAs, PSPs, Boss, EBSA Parent Programme	Jennie Watts EWO, Attendance + Safeguard Asst. Individual + W.Sch. Attendance,		Tier 1 Directors Jonathan Todd Director of Mathematics Garrath Eilershaw Director of English Sam Bateson Director of Science Michael Aicken Director of Sixth Form Jenny Bentley Director of Stu. Int. Ian Thrower Director of Sport Erica Hill Director of Adventure, Elaine Sanderson Director of Staff Welfare Anna Cutting Director of Exams&Assess Tier 2 Co-ordinating Directors <i>Creative + Performing Arts; Humanities + Social Sciences; Languages + Literacy; Additional Depts; Broader Advice + Guidance [Careers, Eq&Div, Well+Sp, RSHE]</i>	Anna Cutting Director of Exams, & Assessment Line Management of Invigilator & Leader & Invigilators	Enrichment		Site Manager H&S, Compliance & Contracts Caretakers	
Management/Deploy LSA Team		Pastoral/Welfare and Academic Progress Intervention Triage & Oversight			Suzi Otty Cover + Enrichment	School EVC School Activities, Events, Trips	Sports Hall Lettings	Work with HM + Site Development Consultants	
Initial Screening Identification of Need		Standards and Progress Leaders Y7-11	Amy Nurse Lit. Coordinator		Duties Organisation and Oversight		CCF & DofE Oversight	London Road Sports Partnership	CIF Bids, Special Projects, Site Plan
SEND Provision Interventions + EHCPs Access Arrangements		Leadership of Tutor Teams + Programme	Academic Learning Mentors		Ali Goodchild Virtual Data Manager, SIMS Assessment & Reporting Enrichment, GCSE&A Level Options and Timetabling		Leadership of Sport & Uniform Services Diploma		External - Project Mgrs + Contracts
Termly Reviews of Students		School Council + Student Voice	Data Management and Training to inform Wave 1 Day to Day Classroom Practice Wave 2 Intervention Plans		SteveWright House	HB & HG S.Prefects	Liaison with Govs FAE, Tendering, Finance, EFSA, Reporting to DfE		
SEND Prefect									

TLR & RR Structure

Tier 1 Directors

Tier 2 Coordinating Faculty Directors

L7- L11 Core Directors	L5 - L9 Whole School Directors		TLR 2d	TLR 2c	TLR 2b	TLR2a	TLR 3/R&R [Annual Responsibility Payments OR Recruitment and Retention Awards]	
			6327	4611	3959	2898		Significant Additional Responsibility
Director of Mathematics	Director of Sport	Director of Adventure	*Head of History & Social Sciences [Politics+ Sociology]	*Head of Media Studies, Photography	Head of Business & Finance+	Head of Wellness & Spirituality+	R4 £2400	Responsible for wider leadership of curriculum aspects, and the effective implementation of these across the different departments or staff e.g. Director of Summer School + Primary Liaison
					*Head of RE	Pre-U Co-Ord+		
				*Head of Drama & School Production	*Head of Computing			
Director of English	Director of Sixth Form	Director of Student Intervention [Y7-11]	*Director of Music & School Performances	*Head of Geography	Progress & Standards Leader x 5 [HOY]	2 nd in Department Key Stage Leader	R2 £1200	Additional Hours Where it is not possible or appropriate to give management time e.g. the taking of an ad-hoc role or task that will require the individual to undertake <i>significant</i> additional hours over the course of an academic year to complete the task.
				Head of Biology Head of Chemistry Head of Physics	*Head of Art			
Director of Science	Director of Exams and Assessments <i>3 Year Safeguarding Duties</i>	Director of Staff Welfare & Wellbeing <i>3 Year Safeguarding Duties</i>	*Whole School Literacy Coordinator + Learning Centre Manager	*Head of Spanish	Single A Level+ Subject Leadership		R1 £600	Recognition of an additional contribution By an individual to either departmental or whole school initiatives or activities e.g. membership of a whole school management committees e.g. Directors Group and/or Chairing an Action Group New Heads of House x 5; Tier 2 Directors
				*Head of French				
				Head of Psychology & Y7 Transition+				

Notes

* Eligible for Coordinating Faculty Directorships on an annual rotation to provide representation of the views of their 'faculty team' at the Directors Group and to share best practice:

Director of Humanities+ Social Sciences [R1]; Director of Creative and Performing Arts [R1]; Director of Literacy and Languages [R1]; Director of Additional Depts+ [R1] Director of Broader Advice & Guidance [R1] +Additional Depts = B.St + Finance, Economics, Psychology, Pre-U. +Broader Advice & Guidance = Careers/Eq+Div/Well&Sp/RSHE

The Directors Group and its committees are a collegiate group charged with the overall leadership of the Academic life of the school. Chaired by the Head and Deputy Head Academic it consists of all Tier 1 Directors, and Tier 2 Co-ordinating Directors. The Tier 2 Coordinating Directors operate on an annual rota within their subject family/faculty team so that there are CPD opportunities for middle leaders to engage in wider whole school academic decision making.