**St Mary’s CE High School**

**Line Management Structures – Teaching/Classroom Based**

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| **Head Teacher: Nicholas Simms**  SLT  SIAMS  Director of Children & Family Services | | | | | | | | | |
| **DHT Standards (Teaching):**  **Alyson Grindley** | | **DHT Standards (Learning):**  **Emma Watts** | | **DHT Standards (Behaviour):**  **Lee Daley** | | **DHT Standards (Student Leadership & Operations):**  **Simon Tilbury** | | **AHT Standards (Learning)**  **New Appointee**  (Working to DHT Learning) | |
| **Responsible for staff induction and development.** | | **Responsible for curriculum**  **development and standards** | | **Responsible for culture and climate** | | **Responsible for student leadership and whole school operations** | | **Responsible for strategy delivery for Pupil Premium, Highly Able and Student Transition** | |
| Director of Humanities  Director of Performing Arts (and Phoenix Academy)  Director Sc/Tech |  | Director En/MFL  Director Ma/ICT  Director Inclusion |  | Year 7 Lead  Year 8 Lead  Year 9 Lead  Year 10 Lead  Year 11 Lead |  | Director Post 16 Subjects  Director VIth Form  6th Form admissions  Cover Supervisor |  | Leading Pupil Premium strategies across the curriculum |  |
| Lead Teaching |  | Lead PPG |  | Attendance Officer |  | Student Voice |  | Monitoring Progress of PP learners |  |
| Appointments and interviews |  | Lead HPA |  | Attendance strategy |  | Assessment data management |  | Leading Highly Able pupil strategies across the curriculum |  |
| Teacher induction |  | PiXL link |  | Hub Coordinator |  | Timetable |  | Monitoring Progress of HA Learners |  |
| Teacher Performance appraisal |  |  |  | DSL/ Safeguarding  strategy |  | EVC/Trips |  | Leading Y6-Y7 transition arrangements and activities |  |
| Co-chair ELT |  | Co-chair ELT |  | Safeguarding Officer |  | Calendar |  |  |  |
|  |  |  |  | Mental Health Lead |  | Duties |  |  |  |
|  |  |  |  | Casual Ad Lead |  | Whole-school events (e.g. APG, STE, 6TE, sch photos) |  |  |  |
|  |  |  |  |  |  | Careers lead |  |  |  |
|  |  |  |  | Exclusions (processing) |  | BB Academy |  |  |  |
|  |  |  |  |  |  | Football Academy |  |  |  |

**Meeting Structure**

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| **SLT** (Chair Headteacher)  DHTs, AHT & Seconded leader  **Core purpose:**   * *Support the Christian ethos of the school* * *Implement Strategic School Improvement Plan* * *Strategically review provision & quality of provision (from SPG & T&L Group)* * *Strategically review barriers to student progress (from SPG SPD Group)* * *Monitoring & evaluating outcomes (from SPG & all Meetings)* * *Holding all staff to account (all meetings)* |

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| **Strategic Planning Group (SPG)**  *(Chair: Headteacher)*  SLT + AHT Learning, Curriculum Directors + Year Lead + T&L Lead, Subject Leads  **Core purpose:**   * To meet on an ad hoc basis and discuss and decide on key strategic decisions relating to teaching, learning, progress or behaviour |

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| **Extended Leadership Team**  *(Co-chairs: DHTs Standards Teaching & Learning)*  AHT Learning, Curriculum Directors/ Inclusion Director, T&L Lead  **Core purpose:**   * *Support the Christian ethos of the school* * *Strategically manage curriculum provision to meet the needs of students* * *Review & improve quality of provision (subject & T&L)* * *Review student progress and address gaps/underperformance* | **Student Progress & Development**  *(Chair: DHT Standards: Behaviour)*  Year Leaders  Inclusion Director  Hub Coordinator  **Core purpose:**   * *Support the Christian ethos of the school* * *Strategically manage pastoral provision to meet the needs of students* * *Review & improve quality of provision (Pastoral)* * *Review student progress and address gaps and underperformance* | **Sixth Form Leadership Centre**  *(Chair: DHT Operations & Student Leadership)*  AHT Learning, Director of 6th Form  Head of Year ( 6th form)  Student Council  **Core purpose:**   * *Support the Christian ethos of the school* * *Strategically manage Post-16 curriculum provision to meet the needs of students* * *Review & improve quality of provision (subject & T&L)* * *Review student progress and address gaps/underperformance* * *Strategically lead the Student Council* |

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| **T&L Area Curriculum**  *(Chair: Curriculum Directors)*  Subject Teachers  Subject Leads  Subject Co-ordinators  **Core purpose:**   * *Support the Christian ethos of the school* * *Strategically manage curriculum provision of subjects in the directorship to meet the needs of students* * *Review & improve quality of provision of subjects in the directorship (subject & T&L)* * *Review student progress and address gaps/underperformance within the directorship* * *Support the development of Student Voice* | **Year Group Progress**  *(Chair: Heads of Year)*  Tutors (Form groups)  Student Manager  **Core purpose:**   * *Support the Christian ethos of the school* * *Deliver the pastoral provision to meet the needs of students* * *Review student progress and understand the gaps and underperformance* * *Support the B4L policy, reviewing rewards and sanctions of students, promoting a positive attitude to learning* * *Support the development of Student Voice* | **Year Group Progress**  *(Chair: Director of 6th Form)*  Head of Year  Tutors (Form groups)  Student Manager  **Core purpose:**   * *Support the Christian ethos of the school* * *Deliver the pastoral provision to meet the needs of students* * *Review student progress and understand the gaps and underperformance* * *Support the B4L policy, reviewing rewards and sanctions of students, promoting a positive attitude to learning* * *Support the development of Student Voice* |