**St Mary’s CE High School**

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

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| **Head Teacher: Nicholas Simms**SLTSIAMSDirector 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 HumanitiesDirector of Performing Arts (and Phoenix Academy)Director Sc/Tech |  | Director En/MFLDirector Ma/ICTDirector Inclusion |  | Year 7 LeadYear 8 LeadYear 9 LeadYear 10 LeadYear 11 Lead |  | Director Post 16 SubjectsDirector VIth Form6th Form admissionsCover 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/ Safeguardingstrategy |  | 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  |  |  |  |
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**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 LeadersInclusion DirectorHub 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 FormHead 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 TeachersSubject LeadsSubject 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 YearTutors (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*
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