

**LEADERSHIP STRUCTURE - HUNGERHILL SCHOOL**  
2022-2023

<b>Mrs H Redford-Hernandez - CEO – The Brighter Futures Learning Partnership Trust</b>				
<b>Headteacher – Mrs L Pond - Working with the Trust and CEO to ensure an outstanding quality of education.</b>				
<b>The Headteacher is responsible for:</b>				
<ul style="list-style-type: none"> <li>• School culture and ethos</li> <li>• Behaviour</li> <li>• Self-evaluation</li> <li>• Overseeing the curriculum design and implementation</li> <li>• Organisational management</li> <li>• School improvement strategy aligned to the Trust</li> <li>• External partnerships</li> <li>• Governance and accountability</li> <li>• Community cohesion</li> <li>• Overseeing accountability and professional development</li> <li>• Marketing of the school and promotion of the MAT</li> <li>• Serving on the MAT Headteacher Board to improve the standard of quality and education across the Trust</li> </ul>				
<b>Mrs J Laidlaw</b>	<b>Mr P Storey</b>	<b>Mr J Ryan</b>	<b>Miss H Tredgett</b>	<b>Mrs Rachel Wagstaff</b>
<b>Deputy Headteacher – Strategic Lead for Achievement and Inclusion</b>	<b>Deputy Headteacher – Strategic Lead for Achievement and Quality of Education</b>	<b>Assistant Headteacher – Strategic Lead for Teaching and Learning, Quality Assurance and CPD</b>	<b>Assistant Headteacher – Strategic Lead for Assessment, Reporting and Data</b>	<b>Assistant Headteacher – Strategic Lead for Behaviour and Attitudes</b>
<p><b>Key Priorities:</b></p> <ul style="list-style-type: none"> <li>• Day-to-day running of the school in the absence of the Headteacher</li> <li>• Lead on ensuring effective safeguarding of all students</li> <li>• Lead on all aspects of student achievement, progress, attendance and behaviour</li> <li>• Support the Strategic Lead for Behaviour and Attitudes and the SENCo on monitoring and tracking of attainment data, ATL data, attendance, and punctuality data</li> <li>• Implement and organise systems to identify and address barriers to learning</li> <li>• Lead on the monitoring and evaluation of the effectiveness of SEND provision through an evaluative provision map management cycle</li> <li>• Oversee the impact of tracking and setting of targets for students with SEND</li> <li>• Lead on the arrangements for internal exclusions for students in KS3/KS4</li> <li>• Oversee the quality assurance of off-site provision</li> <li>• Lead on the development of strategies to provide meaningful parental engagement and involvement, especially those of the most vulnerable</li> <li>• Support colleagues in relation to SEND and Safeguarding through advice, guidance and organisation of CPD training</li> <li>• Co-ordinate Headteacher and Governor Inclusion Panels</li> <li>• Lead on student admissions, including IYFAP</li> <li>• Be a highly visible presence around the school and model expectations of staff and students</li> </ul>	<p><b>Key Priorities:</b></p> <ul style="list-style-type: none"> <li>• Day-to-day running of the school in the absence of the Headteacher</li> <li>• Lead on all aspects of student achievement and the quality of education</li> <li>• Lead on the monitoring and evaluation of the curriculum model, provision, maps and schemes of learning including key assessments</li> <li>• Monitor, evaluate and improve the overall quality of teaching and learning, in order to improve rates of progress and attainment across the school for all students</li> <li>• Oversight of the Personal Development Programme</li> <li>• Implement and organise systems to ensure that data on student progress is used to improve teaching and learning</li> <li>• Lead on the development of leadership at all levels across the school.</li> <li>• Monitor, evaluate and review the impact of interventions, taking action as appropriate to address priority areas</li> <li>• Support the Assistant Headteacher to organise and lead staff training, ensuring appropriate opportunities for continuing professional development are in place for all staff</li> <li>• Lead on the implementation of a whole school communication programme, including staff/parental voice, to ensure effective communications and links with parents and staff.</li> <li>• Oversight of pupil premium progress</li> <li>• Ensure effective safeguarding of all students</li> <li>• Be a highly visible presence around the school and model expectations of staff and students</li> </ul>	<p><b>Key Priorities:</b></p> <ul style="list-style-type: none"> <li>• Provide clear and effective leadership of Teaching and Learning, which raises standards and is underpinned by the Principals of Excellence</li> <li>• Lead on the design, implementation and evaluation of the quality assurance programme that focuses on teaching and learning across the school</li> <li>• Lead on the induction programme for NQTs and new staff</li> <li>• Lead on the implementation and development of a Career Stage Expectations programme for all teachers</li> <li>• Support the Deputy Headteacher to organise and lead staff training, ensuring appropriate opportunities for continuing professional development are in place for all staff</li> <li>• Work with the Headteacher on all aspects of the staff appraisal process</li> <li>• Development of quality assurance of the school mentoring/coaching programme</li> <li>• Quality assurance of remote learning/home learning and independent learning</li> <li>• Support the Assistant Headteacher to review and develop marking, assessment, and feedback across the school</li> <li>• Ensure the smooth running of the school with effective leadership of cover</li> <li>• Coordinate and manage whole school student voice</li> <li>• Ensure effective safeguarding of all students</li> <li>• Be a highly visible presence around the school and model expectations of staff and students</li> </ul>	<p><b>Key Priorities:</b></p> <ul style="list-style-type: none"> <li>• Provide clear and effective leadership of the school's Assessment &amp; Reporting Policy; its monitoring, review and evaluation</li> <li>• Work with Headteacher to set ambitious school targets</li> <li>• Lead on the analyse of student internal/external assessments to: - track student progress, with a focus on pupil premium, SEND and LAC; -to identify trends in standards and achievement; - advise the Headteacher on strategies for improvement</li> <li>• Regular monitoring and quality assurance of student attainment and progress against school, subject and individual targets</li> <li>• Overview of student's attitude to learning grades</li> <li>• Ensure staff have a robust understanding of data and assessment through effective CPD</li> <li>• Work with the Assistant Headteacher to review and develop marking, assessment, and feedback across the school</li> <li>• Oversee the school's reporting process</li> <li>• Oversee the efficiency of the school's internal/external examinations process</li> <li>• Implement new approaches in the use of data and targets to inform planning and raise standards</li> <li>• Strategic lead for literacy to ensure it has the maximum impact on achievement across the school</li> <li>• Ensure effective safeguarding of all students</li> <li>• Be a highly visible presence around the school and model expectations of staff and students</li> </ul>	<p><b>Key Priorities:</b></p> <ul style="list-style-type: none"> <li>• Provide clear and effective leadership of Behaviour and Attitudes, with a focus on high expectations and raising standards, underpinned by the school's core values</li> <li>• Work with the Deputy Headteacher on ensuring effective safeguarding of all students</li> <li>• Monitor and refine systems and processes which help to secure outstanding behaviour, personal development and welfare across the school</li> <li>• Implement and organise systems to identify and address barriers to learning</li> <li>• Lead on the implementation of the Inclusion Programme</li> <li>• Lead on the evaluation of the impact of inclusive teaching and support staff to improve practice</li> <li>• Development of quality assurance of the implementation of the behaviour policy</li> <li>• Lead on the development of: Form Representatives, School Council and Student Leaders</li> <li>• Monitor, evaluate and review the impact of behaviour interventions, taking action as appropriate to address priority areas</li> <li>• Oversight of attendance punctuality, Attitude to Learning and links to academic progress</li> <li>• Work with the Deputy Headteacher on the development of strategies to provide meaningful parental engagement and involvement, especially those of the most vulnerable</li> <li>• Co-ordinate Headteacher and Governor Inclusion Panels for KS4</li> <li>• Lead on the quality assurance of assemblies, tutor time, student voice</li> <li>• Be a highly visible presence around the school and model expectations of staff and students</li> </ul>

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<i>Mr O Davies</i>	<i>Mr M Hickin</i>	<i>Mrs R Hancock</i>
<b><i>Assistant Headteacher: Director of Mathematics for Brighter Futures Learning Partnership Trust and Strategic Lead for Pupil Premium</i></b>	<b><i>Associate Assistant Headteacher – Strategic Lead for Achievement and Inclusion KS3</i></b>	<b><i>Assistant Headteacher -Strategic Lead for Personal Development and the wider curriculum</i></b>
<p><b>Key Priorities:</b></p> <ul style="list-style-type: none"> <li>• Increase standards and achievement in mathematics</li> <li>• Design and implement a new maths curriculum across Hungerhill School and Doncaster UTC</li> <li>• Lead teaching coach for maths</li> <li>• Work in partnership with the CEO, Head Teachers and Principal of the Doncaster UTC to provide vision, leadership and direction for the academy ensuring all relevant standards of conduct are met by students and staff</li> <li>• Oversight, implementation, and quality assurance of catch-up programmes (English and maths)</li> <li>• Work with partner schools in the Brighter Futures Learning Partnership Trust to develop strategically and build upon the mathematical skills and enthusiasm for the subject across the Trust</li> <li>• Lead on pupil premium progress, attendance and access to the wider curriculum</li> <li>• Ensure effective safeguarding of all students</li> <li>• Be a highly visible presence around the school and model expectations of staff and students</li> </ul>	<p><b>Key Priorities:</b></p> <ul style="list-style-type: none"> <li>• Strategic lead on all aspects of student achievement, progress, attendance, and behaviour, including safeguarding at KS3</li> <li>• Implement and organise systems to identify and address barriers to learning</li> <li>• Lead on the regular monitoring, analyse and quality assurance of student Attitude to Learning grades at KS3</li> <li>• Co-ordinate and manage arrangements for internal exclusions for KS3 students</li> <li>• Lead on the monitoring and tracking of attendance and punctuality for KS3</li> <li>• Co-ordinate Headteacher and Governor Inclusion Panels for KS3</li> <li>• Implement and organise systems to promote an anti-bullying and anti-racism culture, including reporting bullying/racist events</li> <li>• Ensure effective safeguarding of all students</li> <li>• Be a highly visible presence around the school and model expectations of staff and students</li> </ul>	<p><b>Key Priorities:</b></p> <ul style="list-style-type: none"> <li>• Strategic lead on the effective implementation of the wider curriculum (Inc. SMSC, PSHE, Citizenship and RSE provision).</li> <li>• Lead and develop a highly effective form tutor, assembly, SMSC, PSHE and RSE provision, which promotes British Values and follows statutory guidance.</li> <li>• Monitor, evaluate and report on progress and improvements in the provision of the personal development curriculum and student wellbeing</li> <li>• Lead and manage students’ exposure to cultural capital across the curriculum and the wider school</li> <li>• Oversee and be responsible for the quality assurance of the wider curriculum</li> <li>• Strategic lead for the development of students’ character, resilience, and engagement towards their learning and beyond</li> <li>• Ensure effective access and take up of enrichment, extra-curricular and student leadership opportunities. .</li> <li>• Further embed the schools ‘Core values’ in conjunction with ‘Behaviour and Attitudes’</li> <li>• Lead on the implementation of the Careers Strategy which embedded the Gatsby Benchmarks across the school.</li> <li>• Promote equality for all so students can thrive together</li> <li>• Provide opportunities for students to debate, discuss and reflect on key issues in society to deepen students’ understanding of their importance in modern society</li> <li>• Ensure effective safeguarding of all students</li> <li>• Be a highly visible presence around the school and model expectations of staff and students</li> </ul>