

LEADERSHIP STRUCTURE - HUNGERHILL SCHOOL
2023-2024

Mr G Rawson – DEPUTY CEO – The Brighter Futures Learning Partnership Trust		
Headteacher – Mrs L Pond – Working with the Trust, CEO and Deputy CEO to ensure an outstanding quality of education.		
The Headteacher is responsible for:		
<ul style="list-style-type: none"> School culture and ethos Behaviour Self-evaluation Overseeing the curriculum design and implementation 	<ul style="list-style-type: none"> Organisational management School improvement strategy aligned to the Trust External partnerships Governance and accountability 	<ul style="list-style-type: none"> Community cohesion Overseeing accountability and professional development Marketing of the school and promotion of the MAT Serving on the MAT Headteacher Board to improve the standard of quality and education across the Trust
CORE LEADERSHIP TEAM		
Mr D Archer	Miss M Harwood	Mr P Storey
<i>Executive Deputy Headteacher</i>	<i>Deputy Headteacher</i>	<i>Deputy Headteacher</i>
	<i>Strategic Lead for Achievement and Inclusion KS4</i>	<i>Strategic Lead Achievement and Inclusion KS3</i>
Key Priorities: <ul style="list-style-type: none"> Day-to-day running of the school in the absence of the Headteacher. Work with all stakeholders to ensure the HH timetable is deliverable and fit for purpose. Support strategic, curriculum-led financial planning to ensure effective use of budgets and resources for HH Work with the Headteacher to periodically review the curriculum offer to reflect DfE league tables and communicate this to the governing body Lead on the monitoring and evaluation of the curriculum model across KS3 and KS4, including designing pathways at KS4 Work with the Headteacher, using FFT and GL assessments to set KS3 and KS4 individual subject targets Monitor and oversee all aspects of data and reporting with the Headteacher. Ensure the smooth running of the school with effective strategic leadership of cover Line Manager for Psychology, Engineering and Health and Social Care Working with the Data Manager ensure systems are in place to capture quality data that allows the Headteacher to accurately judge the effectiveness of the school Ensure effective safeguarding of all students Oversee the regular completion of the student census with the support of the Data Manager. Be a highly visible presence around the school and model expectations of staff and students Ensure effective safeguarding of all students 	Key Priorities: <ul style="list-style-type: none"> Day-to-day running of the school in the absence of the Headteacher Lead on ensuring effective safeguarding of all students Lead on all aspects of student achievement, progress, attendance and behaviour (KS4) Support the Strategic Lead for Behaviour and Attitudes and the SENCo on monitoring and tracking of attainment data, AtL data, attendance, and punctuality data (KS4) Implement and organise systems to identify and address barriers to learning Lead on the monitoring and evaluation of the effectiveness of SEND provision through an evaluative provision map management cycle Oversee the impact of tracking and setting of targets for students with SEND Lead on the arrangements for internal exclusions for students (KS4) Oversee the quality assurance of off-site provision Lead on the development of strategies to provide meaningful parental engagement and involvement, especially those of the most vulnerable Support colleagues in relation to SEND and Safeguarding through advice, guidance and organisation of CPD training Co-ordinate Headteacher and Governor Inclusion Panels for KS4 students Lead on IYFAP admissions Line Manager for key pastoral staff, including Safeguarding and Attendance Team. Be a highly visible presence around the school and model expectations of staff and students Ensure effective safeguarding of all students 	Key Priorities: <ul style="list-style-type: none"> Day-to-day running of the school in the absence of the Headteacher Support the DSL to ensure effective safeguarding of students in KS3 Lead on all aspects of student achievement, progress, attendance and behaviour Support the Strategic Lead for Behaviour and Attitudes and the SENCo on monitoring and tracking of attainment data, AtL data, attendance, and punctuality data (KS3) Implement and organise systems to identify and address barriers to learning Lead on the arrangements for internal exclusions for students (KS3) Lead on the development of strategies to provide meaningful parental engagement and involvement, especially those of the most vulnerable Co-ordinate Headteacher and Governor Inclusion Panels for KS3 Lead on student admissions Work with the Headteacher on all aspects of the staff appraisal process Lead on the implementation of a whole school communication programme, including staff/parental/student voice, to ensure effective communications and links with parents and staff. Oversight of the implementation of the Pupil Premium strategy Line Manager for PE, performing arts and key pastoral staff Ensure effective safeguarding of all students Be a highly visible presence around the school and model expectations of staff and students

CORE LEADERSHIP TEAM

Mr J Ryan	Mrs Rachel Wagstaff
Assistant Headteacher Strategic Lead for Teaching and Learning, Quality Assurance and CPD	Assistant Headteacher Strategic Lead for Behaviour and Attitudes
<p>Key Priorities:</p> <ul style="list-style-type: none"> • Provide clear and effective leadership of Teaching and Learning, which raises standards and is underpinned by the Principals of Excellence and Structures of Excellence. • 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 • Lead on the design, implementation and evaluation of the quality assurance programme that focuses on teaching and learning, including home learning across the school • Monitor and track the impact of Learning Profiles (strategies and targets within the classroom) for students with SEND • Lead on the induction programme for ECTs and new staff, including oversight of ECTs across the Trust • Lead on the development of the mentoring/coaching programme • Organise and lead staff CPD, including Middle Leader sessions, ensuring appropriate opportunities for continuing professional development are in place for all staff • Line Manager for SEND and Science • Ensure effective safeguarding of all students • Be a highly visible presence around the school and model expectations of staff and students 	<p>Key Priorities:</p> <ul style="list-style-type: none"> • 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 • Work with the Deputy Headteachers on ensuring effective safeguarding of all students • Monitor and refine systems and processes which help to secure outstanding behaviour, personal development and welfare across the school • Implement and organise systems to identify and address barriers to learning • Lead on the implementation of the Inclusion Programme • Lead on the evaluation of the impact of inclusive teaching and support staff to improve practice • Development of quality assurance of the implementation of the behaviour policy • Lead on the development of: Form Representatives, School Council and Student Leaders • Monitor, evaluate and review the impact of behaviour interventions, taking action as appropriate to address priority areas • Oversight of attendance, punctuality, Attitude to Learning and links to academic progress • Work with the Deputy Headteachers on the development of strategies to provide meaningful parental engagement and involvement, especially those of the most vulnerable • Work with the Deputy Headteachers to co-ordinate Headteacher and Governor Inclusion Panels • Lead on the quality assurance of assemblies, tutor time, student voice • Be a highly visible presence around the school and model expectations of staff and students

LEADERSHIP STRUCTURE - HUNGERHILL SCHOOL
2023-2024

EXTENDED LEADERSHIP TEAM			
Mr Z Turner	Miss Z Elson	Mr C Spruce	Mr M Keens
Associate Assistant Headteacher Curriculum Leader for Science	Associate Assistant Headteacher Joint strategic Lead for Personal Development and the wider curriculum	Associate Assistant Headteacher Assistant Director of Geography	Associate Assistant Headteacher Trust Director of Science
Key Priorities: <ul style="list-style-type: none"> Strategic lead on the development, monitoring and evaluation of the Science curriculum Provide exam analysis, reports and development plans alongside the Trust Director Develop the quality of T&L throughout the science dept Overall QA for the quality of T&L across the department Departmental leadership including oversight of: Calendar Budget, Planning, Timetable, CPD etc Work with the Assistant Headteacher on the delivery of the induction programme for ECTs and new staff Ensure effective safeguarding of all students Promote culture of high expectations and a climate of learning that supports the school values Be a highly visible presence around the school and model expectations of staff and students 	Key Priorities: <ul style="list-style-type: none"> Strategic lead on the effective implementation of the wider curriculum Jointly lead and develop a highly effective form tutor and assembly programme where SMSC, PSHE and RSE are embedded, to ensure the school promotes British Values and follows statutory guidance. Monitor, evaluate and report on progress and improvements in the provision of the personal development curriculum and student wellbeing Lead and track 'Students Entitlement' to the wider curriculum across their 5 years at Hungerhill Oversee and be responsible for the QA of the wider curriculum Strategic lead for the development of students' character, resilience, and engagement towards their learning and beyond through effective access and take up of enrichment, Strive for 5, interform competitions, extra-curricular activities and student leadership opportunities. Further embed the schools 'Core values' in conjunction with 'Behaviour and Attitudes' Lead on the implementation of the Careers Strategy which embedded the Gatsby Benchmarks across the school. Lead on the monitoring of Pupil Premium access to the wider curriculum Ensure effective safeguarding of all students Promote culture of high expectations and a climate of learning that supports the school values Be a highly visible presence around the school and model expectations of staff and students 	Key Priorities: <ul style="list-style-type: none"> Strategic lead on the implementation of the Geography curriculum and outcomes of all students Overall QA for the quality of T&L across the department Oversee TLR holder in monitoring student progress against EAP and end of course targets Ensure effective Wave 1 and Wave 2 strategies are coordinated, implemented and impact driven Lead and manage students' exposure to cultural capital across the geography curriculum Oversee robust performance management Work with TLR holders to provide exam analysis, reports and development plans alongside Curriculum Leader Moderation of High Stakes Assessments Work with the Assistant Headteacher on the delivery of the induction programme for ECTs and new staff Line Manage the History department Ensure effective safeguarding of all students Promote culture of high expectations and a climate of learning that supports the school values Be a highly visible presence around the school and model expectations of staff and students 	Key Priorities: <ul style="list-style-type: none"> Strategic lead on the implementation of the Science outcomes of all students Oversee TLR holders in monitoring student progress against EAP and end of course targets Ensure effective Wave 1 and Wave 2 strategies are coordinated, implemented and impact driven Overall responsibility for curriculum pathways including tiers of entry Oversight of the Department SEF and DDP alongside CL and Asst Director Overall responsibility for the Trust Science network Oversee robust performance management Provide exam analysis, reports and development plans alongside Curriculum Leader Moderation of High Stake Assessments Line manage Curriculum Leader and Assistant Director of science Lead on Pupil Premium progress and attendance across the school Ensure effective safeguarding of all students Promote culture of high expectations and a climate of learning that supports the school values Be a highly visible presence around the school and model expectations of staff and students

LEADERSHIP STRUCTURE - HUNGERHILL SCHOOL
2023-2024

Miss N Crowder	Mrs A Twiby	Mrs H Turner	Mr D Stanley
<i>Associate Assistant Headteacher Trust Director for Performing Arts</i>	<i>Associate Assistant Headteacher Lead Practitioner – English/ITT Coordinator with responsibility for Reading Across the School</i>	<i>Associate Assistant Headteacher Joint Strategic Lead for Personal Development and the wider curriculum</i>	<i>Associate Assistant Headteacher Assistant Director of Science</i>
<p>Key Priorities:</p> <ul style="list-style-type: none"> Strategic lead on the implementation of the performing arts curriculum and outcomes of all students Overall QA for the quality of T&L across the department Lead on the monitoring of student progress against EAP and end of course targets Ensure effective Wave 1 and Wave 2 strategies are coordinated, implemented and impact driven Ensure effective access and take up of enrichment, extra-curricular and student leadership opportunities within the performing arts Lead on the implementation of the Trust performing arts strategy, to include wider curriculum opportunities for both primary and secondary provisions Promote culture of high expectations and a climate of learning that supports the school values Lead and manage students' exposure to cultural capital across the performing arts curriculum Lead on exam analysis, reports and development plans Line Manage the ICT department Ensure effective safeguarding of all students Promote culture of high expectations and a climate of learning that supports the school values Be a highly visible presence around the school and model expectations of staff and students 	<p>Key Priorities:</p> <ul style="list-style-type: none"> Strategic lead on the implementation of the Initial Teacher Programme (ITT) Monitor, evaluate and report on the progress of ITT trainees Overall QA for the quality of ITT training and mentoring support Oversee and be responsible for recruitment of ITT trainees Lead on the development of the Trust reading strategy Monitor, track and evaluate the impact of literacy interventions, including English catch up programmes Line Manage TLR holders with responsibility for literacy across the school Ensure effective safeguarding of all students Promote culture of high expectations and a climate of learning that supports the school values Be a highly visible presence around the school and model expectations of staff and students 	<p>Key Priorities:</p> <ul style="list-style-type: none"> Strategic lead on the effective implementation of SMSC, PSHE, citizenship and RSE provision. Line Manage; PSHE, RE and citizenship Jointly lead and develop a highly effective form tutor and assembly programme where SMSC, PSHE and RSE are embedded, to ensure the school promotes British Values and follows statutory guidance. Oversee and be responsible for the QA of the PSHE, Citizenship and RSE Implement and organise systems to promote an anti-bullying and anti-racism culture, including reporting bullying/racist events Promote equality for all so students so they can thrive together Provide opportunities for students to debate, discuss and reflect on key issues in society to deepen students' understanding of their importance in modern society Ensure effective safeguarding of all students Promote culture of high expectations and a climate of learning that supports the school values Be a highly visible presence around the school and model expectations of staff and students 	<p>Key Priorities:</p> <ul style="list-style-type: none"> Strategic lead on the development of home learning across the school Lead on the development of Science transition from KS2 to KS3 and KS4 to post-16 progression Provide opportunities for students to be exposed to science STEM/career activities both within and outside of the classroom Oversight of the Department SEF and DDP alongside CL and Trust Director Lead on the quality assurance of the KS3 curriculum Develop and monitor LTPs, MTPs and lesson delivery within specialist area Monitor and track student performance throughout KS3 Lead on progress of disadvantaged students in science across all year groups Line Manage the Art department Ensure effective safeguarding of all students Promote culture of high expectations and a climate of learning that supports the school values Be a highly visible presence around the school and model expectations of staff and students

LEADERSHIP STRUCTURE - HUNGERHILL SCHOOL
2023-2024

Mr P Korobka	Mrs M Porter
<i>Associate Assistant Headteacher</i> <i>Assistant Trust Director of Engineering</i>	<i>Associate Assistant Headteacher</i> <i>Lead Practitioner – Maths</i>
<p>Key Priorities:</p> <ul style="list-style-type: none"> • Strategic lead on the implementation of the Engineering curriculum and outcomes of all students • Overall QA for the quality of T&L across the department • Monitor student progress against EAP and end of course targets • Ensure effective Wave 1 and Wave 2 strategies are coordinated, implemented and impact driven • Lead and manage students’ exposure to cultural capital, including STEM opportunities across the engineering curriculum • Provide exam analysis, reports and development plans for engineering • Work with the Deputy Headteacher on the development of a central monitoring and tracking system for vocational qualifications across the school • Line Manage Design Technology: Food department • Ensure effective safeguarding of all students • Promote culture of high expectations and a climate of learning that supports the school values • Be a highly visible presence around the school and model expectations of staff and students 	<p>Key Priorities:</p> <ul style="list-style-type: none"> • Strategic lead on the implementation of the curriculum and outcomes of all students, with a focus on increasing standards and achievement in Maths • Overall QA for the quality of T&L across the department • Work with TLR holders to monitor student progress against EAP and end of course targets • Work with TLR holders on the design and implement of the maths curriculum • Lead teaching coach for Maths • Oversight and quality assurance of maths intervention and catch up programmes • Ensure effective Wave 1 and Wave 2 strategies are coordinated, implemented and impact driven • Lead and manage students’ exposure to the wider curriculum, including STEM opportunities across the maths curriculum • Work with TLR holders to provide exam analysis, reports and development plans alongside Curriculum Leader • Moderation of High Stakes Assessments • Line Manage TLR holders in Maths • Ensure effective safeguarding of all students • Promote culture of high expectations and a climate of learning that supports the school values • Be a highly visible presence around the school and model expectations of staff and students