

Senior Leadership Team

Kerry Inscker (KIN) Principal

Responsible for;

- Vision and ethos
- Academy policies
- Self Evaluation Form, Academy Development Plan, Target Setting
- Health and Safety, Safeguarding (Child Protection)
- Strategic leadership of Finance, HR and Resource Management
- Strategic lead on Academy Leadership Development Programmes
- Leadership of Pupil Premium Strategy
- Liaison with Academy Trust, Governors and other stakeholders

Line Manages

- Senior Leadership Team
- PA to the Principal



Senior Leadership Team



Dawn Bailey (DBA) Vice Principal - Raising Standards Leader

Deputise for Principal as required.

Responsible for;

- Daily running of the school, including cover
- Strategic leadership and development of Raising Standards and interventions across the academy
- Curriculum development - all aspects
- Leadership of Fast Track to Leadership programmes
- Leadership of ITT and NQT programmes
- Teaching staff deployment, recruitment, retention and appraisal

Line Manages

- Senior Directors KS3 and KS4
- Exams Officer

Martyn Palfreyman Vice Principal - Operations and Resources

Responsible for;

- Strategic and operational management of Academy Budget
- Operations staff recruitment, development and retention including Appraisal
- Strategic management of marketing, including Public Events and publications
- Development of Primary Engagement strategy (including transition and student recruitment)
 - Health & Safety, Academy Transport, Duty Rotas
 - Ensure effective and robust Line Management of Operation Departments
- Development and strategic leadership of income generation projects including lettings, SLE, conference offer etc

Line Manages

- HR/Admin Manager
- Facilities Manager
- Finance Manager
- Network Manager
- Associate Business Manager



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Jane Dickens (JDI) Vice Principal - Student Services and Safety

Responsible for;

- Safeguarding/Child Protection - Designated Child Protection Officer
- Strategic leadership of Behaviour Strategy
- Student First Aid/Medical
- Anti-bullying
- Pastoral interventions
- Attendance / Lates / Admissions
- External Agencies , MAST Referrals, Looked After Children, Alternative Provision
- Strategic leadership of SEN Strategy to ensure SEN students make good progress

Line Manages

- Senior Director Student Support/Behaviour
- Student Support Team
- Attendance Team
- Safeguarding Team

Simon King (SKI) Vice Principal - Assessment and Data

Responsible for;

- Overall responsibility for Sixth Form provision and achievement of KPIs
- Strategic planning and implementation of Wave 2 intervention for KS5
 - Student recruitment and Secondary Liaison (Y12)
- Strategic management of performance data – historical and current, including external reporting
- Target setting and monitoring of performance including strategic lead on academy internal data reports
 - Ensure robust data tracking and analysis in place (Y7-13) and used effectively to inform T&L
 - Provision for HPA students
 - Strategic lead for Ofsted

Line Manages

- Year 12 and 13 Achievement Leaders
 - Sixth Form Pastoral Leader
- Raising Aspirations/CEG Leader
 - Pupil Premium Champion
 - Data Manager



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Bridget Ball (BBA) **Assistant Principal - Teaching and Learning**

Responsible for;

- Ensure high quality teaching & learning, including development of Academy policies relating to student learning
- Improving the quality of teaching and learning (CPD, sharing best practice, external support - OAT and beyond)
- Lead on PiXL partnership and resulting initiatives
- Leadership and Management of BTEC
- Ensure outstanding Behaviour for Learning (pedagogy focus)
- Achievement and provision across the Faculty

Line Manages

- PE and Sport
- Lead Practitioner Team
- BTEC Co-ordinator

Elizabeth Plumpton (EPL) **Assistant Principal** **English, Literacy and KS4 Raising Standards**

Responsible for;

- Support VP Raising Standards with procedures for ensuring good outcomes for Y11 students, including good passes in English and maths and P8 measures
- Set and maintain focus on KPIs linked to Y10 outcomes for all students, including good passes in English and Maths and P8 measures
 - Strategic planning and implementation of Wave 2 intervention for KS4
 - Examinations strategy and Modified Timetables for Y10/Y11 students
- Achievement and provision across the Faculty
 - Literacy strategy whole school

Line Manages

- English
- Languages



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Ian Middleton (IMI) Assistant Principal Technology, Creative Industries and Learning for Life

Responsible for;

- Achievement and provision across the Faculty – Creative Industries / D&T
- Development of STEM across the academy including high profile/effective implementation of the Academy numeracy strategy
- Strategic lead on promotion of British Values (anti-extremism)
- Strategic lead on “Learning for Life” curriculum, including Passport, SMSC/PSHCE, Extra-curricular activities and EVC for trips
- Leadership of the House Programme
- Student Rewards programme
- Student Leadership development
- Leadership of Pupil Premium Additionality strategy
- Numeracy

Line Manages

- Technology
- Creative Industries

Jon Stokes (JST) Assistant Principal Humanities, Social Sciences and ICT Development

Responsible for;

- Achievement and provision across the Faculty
 - Development of ICT Pedagogy across the academy
 - Academy ICT Hardware and digital communication strategy
- Strategic leadership and development of ICT innovation across the academy
 - On-line Parental engagement strategy

Line Manages

- Humanities and Social Sciences
 - Network Manager



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Lavkesh Lal (LLA) Assistant Principal Science and Independent Learning

Responsible for;

- Achievement and provision across the Faculty
- Development of a coherent and effective independent learning (Homework) strategy across the academy including Flipped Learning
- Support VP with the development of academy curriculum
- Lead production of the academy timetable for 2018/19, including liaison and consultation with staff as appropriate
- Manage all timetable queries and issues arising from the 2018/19 timetable

Line Manages

- Science

Mel Parker (MPK) Assistant Principal Maths and KS3 Raising Standards

Responsible for;

- Set and maintain focus on KPIs linked to Y7/8/9 outcomes for all students, including good passes in English and Maths and P8 measures
- Strategic planning and implementation of Wave 2 intervention for KS3 including -Provision of Catch-Up for Year 7
 - Strategy for monitoring and evaluating provision across all aspects of the academy including the Academy -Development Plan and Governance and external monitoring and SEF

Line Manages

- Maths
- ICT

