

ALT and Leadership Structure: 2020-2021

TBC – Headteacher of The Ongar Academy

- Overall Evaluation & Effectiveness (SEF)
- RIP/SIP & strategic priorities – Meeting targets set by Governors and by the school; raising attainment and progress
- Governance
- Policies
- Finance/Budget
- Building and Services Management
- Risk Management
- Health and Safety; Site/Estate
- Equal Opportunities
- Admissions
- Staffing: Recruitment and Retention; Staffing structure; teaching & non-teaching; Leadership Succession planning
- MER Census
- SCR
- Marketing and Communication
- Performance Management
- TOI Outcomes

Direct Line Management:

- Deputy Headteacher – CAB and LOL
- Executive PA
- Assistant Headteacher ACA – Quality of Behaviour and Attitudes
- Assistant Headteacher ARO – Quality of Teaching

Anna Haley – PA and Office Manager - The Ongar Academy

- Oversight of Operations of the school and administration and school functions. (Direct LMT of Office staff and Site team and SMA)
- Diary manager for the HT
- Single Central Record

Liam O'Leary– Deputy Headteacher – Quality of provision

- Rewards Trips
- Enrichment Timetable
- Uniform and Litter
- SMSC Strategy and Quality of Teaching of Character Education (Tutor Programme)
- PTA
- Trips and Visits
- Rewards Strategy
- Student Leadership
- Child Protection and Safeguarding – Deputy Safeguarding Lead
- MER and Strategy for Alternative Education/Provision
- Pupil Premium Strategy and Action Plan
- Careers (CIAEG)
- SEN
- Student/Staff Surveys

Direct Line Management:

- Head of English;
- Head of PE and CA
- SENCO
- Paul Cooper (Pupil Premium)

Chris Abrey: – Curriculum and Assessment

- Oversight of Curriculum and Timetable
- Options
- Duties
- Set changes
- Raising Attainment and progress – target setting, tracking progress, data analysis and actions
- RSL PiXL Strategy
- Year 11 achievement strategy
- Oversight of Academic Interventions
- Assessment, recording, reporting
- Exams, Formal Assessments and internal examinations
- Subject Specific Development Plans and SEFS (DIPS and DEFS)
- Verification/moderation of teacher assessment
- ML Meetings
- Catch Up Spend

Direct Line Management:

- Head of Maths and Computing
- Head of Science
- Exams and Data Manager
- Head of ADT

Ann Robinson-Smith: Assistant Headteacher – Quality of Teaching and Sixth Form

- Post 16 achievement strategy and leadership of Post 16 with SHa and AOS
- Bespoke Teaching and Learning – Coaching programmes with SDi (RQTs and Vulnerable teachers)
- Teacher Training –ITTs, NQTs
- The development of teaching, learning (CPD: pedagogy, practise and policy) - Professional Learning Schedule
- Leadership programmes – BAT (no actually work as Allan Osborne is organising and delivering – just ensuring its organised by sending delegates)
- Feedback and Homework
- New Staff Induction
- MER Focus on Teaching and Learning

Direct Line Management:

- Head of Humanities
- Head of MFL
- Post 16 Tutors

Antony Camillo - Assistant Headteacher – Behaviour and Attitudes

- Attendance and Punctuality
- Mentoring, counselling oversight
- Fixed Term & Permanent Exclusions
- Sanctions Oversight – Detentions
- Anti-Bullying Lead – policy, MER (including Racist and Bullying Log, Cyber and E-Safety/bullying)
- DSL
- Manage Moves
- Assemblies
- Casual entrants/MTA Strategy
- Behaviour /A2L Interventions
- Oversight of Transition.

Line Management:

- SPL, 7
- SPL 8 and 9,
- SPL 10 and 11
- Attendance Officer

Caroline Worboys	James Simpson	Remi Oleyade	Paul Cooper
HAPS	Year 11 Intervention Plan	Whole School Literacy	Pupil Premium Strategy and Action Plan
Overseen - ARO	Overseen - CAB	Overseen - LOL	Overseen - LOL
Sam Diaz-Ward	Stuart Hadley	Lynsey Clark	Danielle Taylor
Teaching and Learning Coaching RQTs	Post 16 planning	Enrichment and Student charter of entitlement	Character Education
Overseen - ARO	Overseen - ARO	Overseen - LOL	Overseen – LOL

