



Sir Thomas Boughey High School

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July 2017

Dear Parent/Guardian,

As you will know, the Ofsted report commented on the need to reconsider the leadership structure as it was concluded at the time of inspection that the current structure 'does not support strategic decision-making effectively enough'. Following the Ofsted visit, an external Leadership Review was completed and the results of this, along with information from the questionnaires, have been used to produce a new leadership structure, to be implemented in September 2017.

As per the enclosed diagram, you can see that Mr Barker will be the new Vice Principal and we are delighted to be welcoming him to the school. He joins us with a wealth of experience and has previously taken a school from, 'Requires Improvement' to 'Good'. We have moved from a structure of having four Assistant Headteachers to three Assistant Principals, with each of them having a very clear area of responsibility, that being Teaching, Learning and Assessment (Mrs Biddulph), Data and Outcomes (Mr Warriner) and Personal Development, Behaviour and Welfare (Miss Wainwright). Within each of those strands is an Associate Assistant Principal who will be working closely with the Assistant Principal on their designated area. Having teams of staff will ensure clarity over roles and responsibilities, thus addressing an Ofsted concern, and will enable staff to work together on strategic developments that will result in school improvement. Mr Porter is a new appointment to the school and, as an Associate Assistant Principal, will be working with Mrs Biddulph on developing Teaching, Learning and Assessment and we are very excited to have Mr Porter as part of our staff. Mr Taylor will be working with Mr Warriner on interventions and ensuring that, where a lack of progress is being made, appropriate interventions (at both a pastoral and academic level) will be put in place. Mrs Robbins will be working with Miss Wainwright on securing a positive education for our vulnerable youngsters.

We are also moving towards a system of Heads of Faculty, rather than Heads of Department, with each area also having a Second in Faculty. Mr Potts will be the Head of Technology, which includes IT, as well as Food, Product and Graphics. Mr Harridge is to become Second in Technology and will work closely with Mr Potts (as well as other faculty leaders) to ensure quality of delivery and consistency of standards. Ms Deakin will be Head of Performance and Health (which includes Drama, Art, PE and Health and Social Care) and will be supported by Mr Matthews (Second in this faculty). The final faculty is Humanities and Modern Foreign Languages and, as the name suggests, includes History, Geography, RE and French. Mr Heywood is to become the Head of this faculty, with Miss Bibby supporting Mr Heywood as Second in Faculty.

Other changes will also be evident in core subjects. For example, Mr Cumberland is to become our Faculty Leader of Science, which I am sure you will agree is a very exciting appointment. Mr Cumberland (along with Mr Qayyum as Second in Science) will ensure that the Science results continue to further develop their reputation of a very strong faculty. We are pleased to have secured a new Faculty Head for English (Mrs Chadwick) who is currently in a leadership role at Sandbach School and is also a Senior English Examiner. Mr Kerr will work with her as Second in English to ensure that this faculty continues to go from strength to strength. The Faculty Leader for Maths will continue to be Mr Smith and Miss Wild will return from maternity leave and continue to be the Second in Maths, as of September. Mr O'Connor will also continue to be the SENCO and will work on further developing this faculty.

Another change concerns Heads of Year. Feedback from the parent questionnaires raised concerns regarding the effectiveness of communication, which has arisen due to the heavy teaching load of current Heads of Year. Therefore, a decision has been made to move to House Leaders, who will be non-teachers, therefore ensuring they have the time to address issues as and when they arise. I am pleased to announce that the House Leaders will comprise of Miss Carter (who will also have responsibility for careers and aspirations), Mr Stevenson (who will oversee options and curriculum need), Mrs Holloway (who will lead on transition) and Miss Burns (who will help to develop mentoring, both academic and pastoral). Please rest assured that the move towards House Leaders does not mean there will be changes to the current structure of tutor groups. Students will remain in their current tutor groups – it is only their Head of Year that will change to their Head of House.

All staff within leadership roles mentioned in this letter (whether that is the Vice Principal, Assistant Principal, Associate Assistant Principal, Heads of Faculty, Second in Faculty or House Leaders) will be involved in manning the morning gate to check standards of uniform are being adhered to, they will engage in behaviour walks, supervision of Reflection, support leadership afterschool detentions, hold meetings with parents, organise rewards activities, analyse student data to determine progress and attitudes to learning, organise Parents' Evenings, and will ultimately support all staff and students to ensure consistency of standards and expectations.

Hopefully you can see that the new structure addresses Ofsted's concerns regarding leadership and enables key actions to be taken against the Ofsted priorities, thus ensuring a clear focus on strategic school improvement. I am sure that you will support all of the staff in their new roles and you will get to know those new in post in September.

Thank you for your on-going interest and support.

Yours sincerely



Mrs Hingley

Principal

..... Leadership Structure September 2017

Principal
Mrs Hingley

VP Curriculum & Review
Mr Barker

VP - Vice Principal
AP - Assistant Principal
AAP - Associate Assistant Principal

AP Staff Development
Mrs Biddulph

AP Data & Assessment
Mr Warriner

AP Personal Development, Behaviour & Welfare
Miss Wainwright

AAP Teaching & Learning Innovation
Mr Porter

AAP Intervention
Mr Taylor

AAP Vulnerable Groups
Mrs Robbins

Head of Faculty: Technology
Mr Potts

Head of Faculty: Performance & Health
Ms Deakin

Head of Faculty: English
Mrs Chadwick

Head of Faculty: Mathematics
Mr Smith

Head of Faculty: Humanities & MFL
Mr Heywood

Head of Faculty: Science
Mr Cumberland

SEND
Mr O'Connor

2nd Head of Faculty: Technology
Mr Harridge

2nd Head of Faculty: Performance
Mr Matthews

2nd Head of Faculty: English
Mr Kerr

2nd Head of Faculty: Mathematics
Miss Wild

2nd Head of Faculty: Humanities & MFL
Miss Bibby

2nd Head of Faculty: Science
Mr Qayuum

House Leader - Academic Mentoring
Miss Burns

House Leader - Careers
Miss Carter

House Leader - Options
Mr Stevenson

House Leader - Transition
Mrs Holloway