

TEACHING & SUBJECT STRUCTURE

EXISTING STAFF (Appendix A):

PROPOSED STAFF (Appendix B):

Senior Leadership Team:

Principal Secondary (Interim) x 1FTE
Head of School (Acting) x 1FTE
Vice Principal x 2FTE
Assistant Principal x 5 FTE
Secondments to SLT listed in staffing below
as Associate Assistant Principals x 3 FTE
Total FTE: 12 (3 Acting)

All-Age Executive Principal x 1FTE
Head of School x 1FTE
Vice Principal x 2FTE
Assistant Principal x 4FTE

Total FTE: 8

Extended Leadership Team:

SENDCo x 1 FTE

Secondary SENDCo x 1 FTE
All-Age Careers Leader* x 1 FTE
(*See Inspiration & Aspiration
Structure)
Head of Key Stage (3, 4 & 5) x 3 FTE
TOTAL FTE: 5

TOTAL FTE: 1

Middle Leaders:

Head of Faculty x 7 FTE
Acting Assistant Head of Sixth Form x 1 FTE
Head of House x 6 FTE (+ x 2 non-teaching HoH)
Department/Subject Leaders x 6.75 FTE
Second in Charge of Subject / Department: x 3.8 FTE

Deputy Director of KSS x 1 FTE
Heads of Year x 5 FTE
Subject / Head of Department x 18 FTE
2iC of Subject / Department x 11 FTE

Total FTE: 24.55

Total Posts: 35

Teaching Leaders:

SEND specialist teacher x 6
KS3 Knowledge Lead x 13 FTE
House Lead x 4
Associate Head of Year x 5 FTE
Total FTE: 28

Teaching / Tutors:

Subjects Teachers / Tutors x 87.6
Tutors x 2.54
Total FTE: 90.14

Subjects Teacher / Tutor x 40.7
Total FTE: 40.7

Technicians:

Technicians / Assistants x 6

Technician x 4 posts
Librarian x 2 posts

Total Posts: 6

Total Posts: 6

Overall Teaching & Subject Structure:

Total FTE: 133.69
Total Reduction: 10.99

Total: 122.7

ASPIRATION AND INCLUSION STAFF

EXISTING: **(Appendix C)**

SEND Team x 17
Head of House x 2
Guidance Manager x 12
CAE x 6
Resolve x 2
Academic Excellence Coach x 1
CIC & Safeguarding x 4
Reflection x 1

Cover x 5.5
Careers & Guidance x 2
Academic & Literacy x 5
Vocational Tutor x 2
Student Support Manager x 2
(Funding*)
Nurse x 1

Librarian x 2

OCF Instructor x 1

ICT x 4

Total number of posts: 69.5

PROPOSED: **(Appendix D)**

SEND Learning Mentor x 6
Pastoral Support Manager x 6
ACE / Alternative Curriculum x 4

Resolve Coaches x 3
CIC & Safeguarding x 3 (1 Funding*)

Trust Cover Coordinator x 1
Trust Cover Teacher x 4

Academic Learning Mentors x 4

OCF Instructor/Learning Mentor x 1

Student Welfare Officer x 1
Counsellor x 1

IT Support Services – Outsourced
Provider, 3 x First Line Support
Engineers to be TUPD transferred.

Total number of posts: 37

4. Timetable & Process

- Start of formal consultation period Wednesday 18th April 2018
- HR One to Ones with ALL staff Thursday 19th and Friday 20th April 2018
- Draft proposed Job Descriptions published by the end of April 2018
- Interim / Updated Structure Published w/c 7th May 2018
- Expressions of Interest for all applicable posts can be submitted at any time, subject to Job Descriptions being available
- Interviews for applicable posts will take place during this process and deadlines will be communicated to all staff
- Consultation period ends 4th June 2018
- Final structure published 5th June 2018
- Confirmation of Final Structure and Posts w/c 11th June 2018
- Final Structure to take effect from 1st September 2018 (Notice will be issued in line with contractual/statutory notice at the end of the restructure exercise.)

Where there are new posts, or more posts than existing post holders, the posts will also be externally advertised – but priority will be given to existing staff whose substantive post is at risk.

