


Farnborough Spencer Academy

SLT Responsibilities 2023/24

Graeme Smith Principal	Kevin Davis Vice Principal – Standards and Effectiveness	Steve Allen Assistant Principal - Teaching	<p>This document outlines the roles and responsibilities of Farnborough Spencer Academy's SLT for 2023/24.</p> <p>The SLT at Farnborough Spencer Academy are expected to “walk the walk” and lead by example. We set the tone that others follow and will never ask someone to do something we wouldn't do ourselves.</p> <p>This means that we will be a strong presence in the Academy, supporting colleagues and ensuring that high quality learning can always take place.</p> <div style="text-align: center;">  <p>WE ARE <i>Proud</i></p> </div>
Responsible for <ul style="list-style-type: none"> • Vision, ethos and culture of the Academy • Strategic oversight • Academy Improvement Plan • Self-Evaluation • Curriculum, including staffing • Communication with LA, DfE, Ofsted • Cover and staff absence • Human resources • Exclusions and suspensions • Health and Safety • Staff wellbeing • Marketing and Publicity • Safeguarding (LM of DSL) • Professional Performance Review • Community relations • Parents • Governors • Spencer Academies Trust 	Responsible for <ul style="list-style-type: none"> • Quality Assurance, monitoring, evaluation and review • Standards of teaching quality • Standards in behaviour and attendance • Inclusion Centre and Alternative Provision • Oversight of Heads of Faculty • ICT Strategy • Link with Year 8 HOY • Reading • Literacy (via HOF English) 	Responsible for <ul style="list-style-type: none"> • New staff induction / staff handbook • Initial Teacher Education • Continuing Professional Development (INSET) • Quality of teaching / Curriculum implementation • Teaching Handbook • Homework • Buzz group • BTEC Quality Nominee • Link with Year 10 HOY 	
Line Management	Line Management	Line Management	
<ul style="list-style-type: none"> • Vice Principal • 3 x Assistant Principal • Office manager • Cover manager • Health and Safety / Site coordinator 	<ul style="list-style-type: none"> • Assistant Principal (Inclusion) • Assistant Principal (Behaviour and Attendance) • HOF Maths • HOF English • ICT Support 	<ul style="list-style-type: none"> • HOF Humanities • HOF Science • ITE coordinator 	

James Bonella Assistant Principal – Outcomes	Andrew Trowbridge Assistant Principal – Behaviour	Graham Johnston Assistant Principal – Personal Development	Helen Foulger Assistant Principal - Inclusion
Responsible for <ul style="list-style-type: none"> • Data and Examinations • Student outcome and progress • Intervention and support for students • Reporting and assessment • Target setting • Year 9 guided pathways and choices process • Catch up premium • RAG meetings • More able students • Link with Year 11 HOY 	Responsible for <ul style="list-style-type: none"> • Standards of behaviour • Standards of attendance and punctuality • Admissions and appeals • Fair Access Protocol • Duties • Link with Year 9 HOY 	Responsible for <ul style="list-style-type: none"> • Safeguarding (DSL) • LAC / PLAC • Pupil Premium • Tutor time and Assemblies • PSHE / RSE • Careers • Student destination • Extra-curricular • Trips • Mental Health • Student Wellbeing • Student Voice 	Responsible for <ul style="list-style-type: none"> • SEND Provision • Year 6 / Year 7 transition (inc Open Evening) • Summer school provision • EAL • Inclusion strategy • Inclusion Faculty • Link with Year 9 HOY
Line Management	Line Management	Line Management	Line Management
<ul style="list-style-type: none"> • HOF ADTCF • Data and student support officer • Exams manager 	<ul style="list-style-type: none"> • HOF PPA • Heads of Year / Assistant Heads of Year • Attendance Team 	<ul style="list-style-type: none"> • HOF MFL • Student Welfare Officers • Careers Coordinator 	<ul style="list-style-type: none"> • Higher Level Teaching Assistant • Learning Support Assistants • Director of Inclusion and Engagement

Extended Leadership Team

Jemma Malloney	Sam Kane	Zara Shah	Paolo Piliero	James Davies
Responsible for <ul style="list-style-type: none"> • ECT (Early Careers Teachers) • ITT (Initial Teacher Training) • Links with training providers and quality of provision 	Responsible for <ul style="list-style-type: none"> • Extracurricular opportunities • Trips and visits (deputy EVC) 	Responsible for <ul style="list-style-type: none"> • Tutor Time / RSE / PSHE • Reading and Literacy 	Responsible for <ul style="list-style-type: none"> • Inclusion and engagement • Alternative provision 	Responsible for <ul style="list-style-type: none"> • Timetabling and Curriculum