



Organisational Structure

Performance Management 2025-26

Mr I R Irwin  
(IIR)  
Headteacher

Line Management of:

Senior Deputy Headteacher: Mr J Warren (JWA)

Associate Deputy Headteachers: Mr C Beever (CBV) / Mr R Clifford (RCL) / Mr P Rough (PRG)

SENCO: Mrs L Jennings (LJE)

Premises & Community Hire Manager: Mr P Whitehead (PWH)

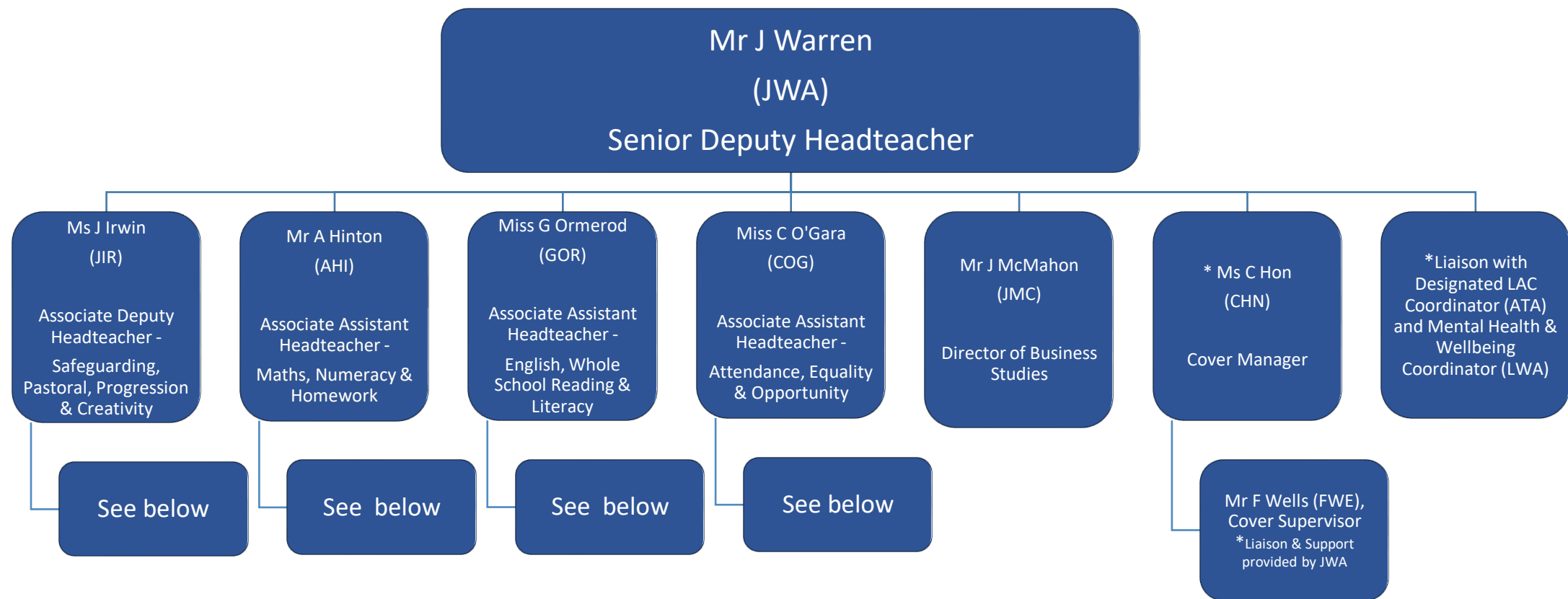
Business Manager: Ms K Oaks (KOA)

Headteacher's PA & Admin Manager: Mrs J Richards (JRI)

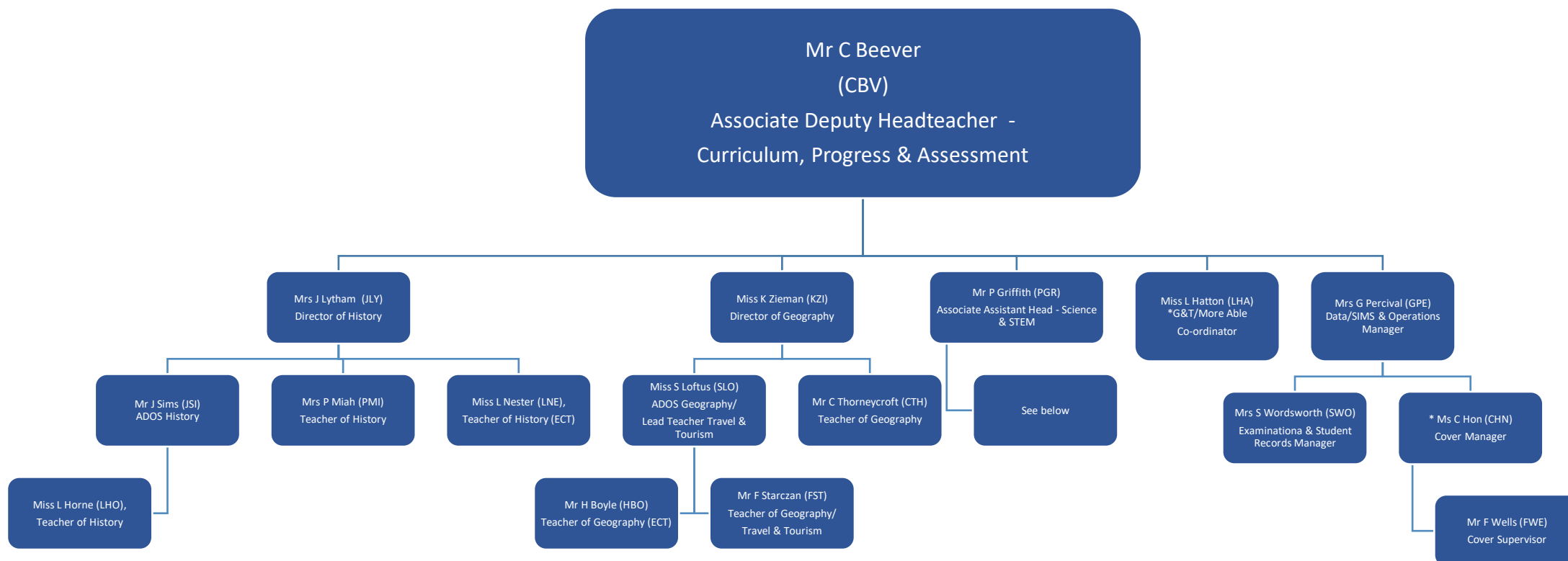
ICT Network Manager: Mr A Grzywna (AGR)

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                      |                                                                                          |                                                           |                                                                                                                                                                                                          |                                                                                    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| <p>Mr J Warren<br/>(JWA)<br/>Senior Deputy<br/>Headteacher</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>Mr C Beever<br/>(CBV)<br/>Associate Deputy<br/>Headteacher</p>                                                                                                                                                                                                                                                              | <p>Mr R Clifford<br/>(RCL)<br/>Associate Deputy<br/>Headteacher</p>                                                                                                                                                                                      | <p>Mr P Rough<br/>(PRG)<br/>Associate Deputy<br/>Headteacher</p>                                                                                                                                                                                                                                                                                                  | <p>Ms K Oaks<br/>(KOA)<br/>Business Manager</p>                                                      | <p>Mrs J Richards<br/>(JRI)<br/>Headteacher's PA &amp;<br/>Admin Manager</p>             | <p>Mr A Grzywna<br/>(AGR)<br/>ICT Network<br/>Manager</p> | <p>Mrs L Jennings<br/>(LJE),<br/>SENCO</p>                                                                                                                                                               | <p>Mr P Whitehead<br/>(PWH),<br/>Premises &amp;<br/>Community Hire<br/>Manager</p> |
| <p>Line Management of:<br/>Assoc. Asst. Head (Maths,<br/>Numeracy &amp; Homework)<br/>Assoc. Asst. Head (English,<br/>Whole School Reading &amp;<br/>Literacy)<br/>Assoc. Asst. Head (Attendance,<br/>Equality &amp; Opportunity)<br/>Associate Asst. Head<br/>(Safeguarding, Pastoral,<br/>Progression &amp; Creativity)<br/>Director of Business Studies<br/>Cover Manager<br/>*Liaison and Support for Cover<br/>Supervisor (FWE), Designated<br/>LAC Coordinator and Mental<br/>Health &amp; Wellbeing<br/>Coordinator</p> | <p>Line Management of:<br/>Assoc. Asst. Head - Science<br/>&amp; STEM<br/>DOS - History<br/>DOS - Geography<br/>G&amp;T/.More Able Co-<br/>ordinator<br/>SIMS/Data &amp; Operations<br/>Manager<br/>Examinations &amp; Student<br/>Record Manager<br/>*Additional Progress &amp;<br/>Engagement Strategy<br/>Leaders/Staff</p> | <p>Line Management of:<br/>Lead Practitioner of MFL<br/>DOS - Art &amp; Design Faculty<br/>(incl. Graphics &amp; Textiles)<br/>DOS - Food,Technology &amp;<br/>Hospitality<br/>DOS - Computing<br/>DOS - D&amp;T, Construction &amp;<br/>Engineering</p> | <p>Line Management of:<br/>Heads of Year x 5<br/>Director of Transition &amp;<br/>Community Engagement<br/>DOS Health &amp; Social Care<br/>Student Welfare &amp; Asst<br/>Pastoral Manager<br/>Asst Pastoral Managers<br/>Behaviour &amp; Intervention<br/>Coordinator<br/>Pathways Intervention<br/>Mentor<br/>*Student Support Hub<br/>(Joint LM with LJE)</p> | <p>Line Management of:<br/>Finance Officer<br/>Finance Assistant<br/>Catering Manager &amp; Team</p> | <p>Line Management of:<br/>Office staff<br/>Reprographics Manager<br/>First Aid team</p> | <p>Line Management of:<br/>ICT Technicians</p>            | <p>Line Management of;<br/>SEND Specialist Teacher<br/>Access Arrangement &amp;<br/>SEND Referral Coordinator<br/>SEND Administrator<br/>HLTAs/LSAs<br/>*Student Support Hub<br/>(Joint LM with PRG)</p> | <p>Line Management of:<br/>Estates Manager<br/>Site team</p>                       |

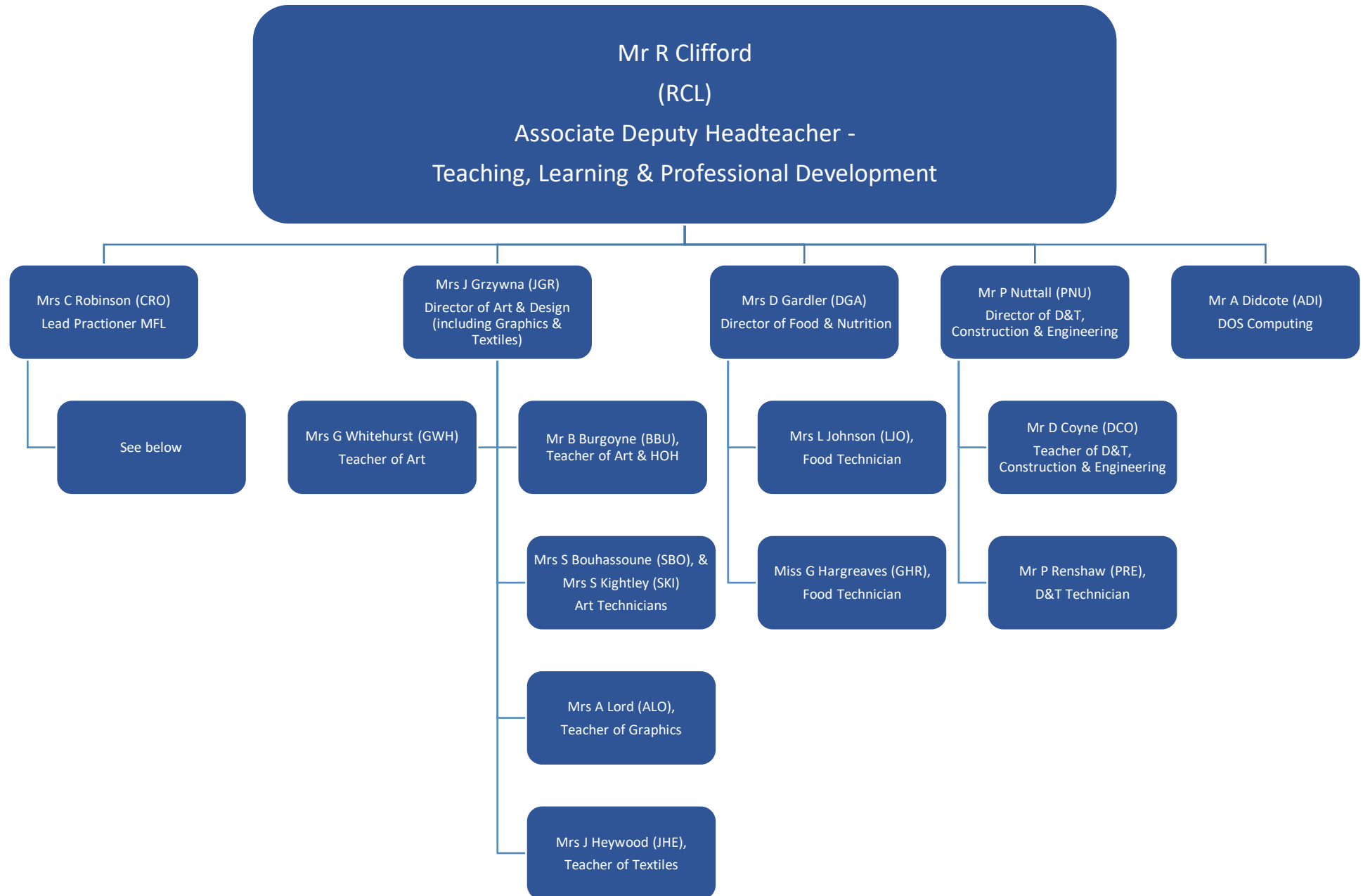
**SENIOR DEPUTY HEAD**



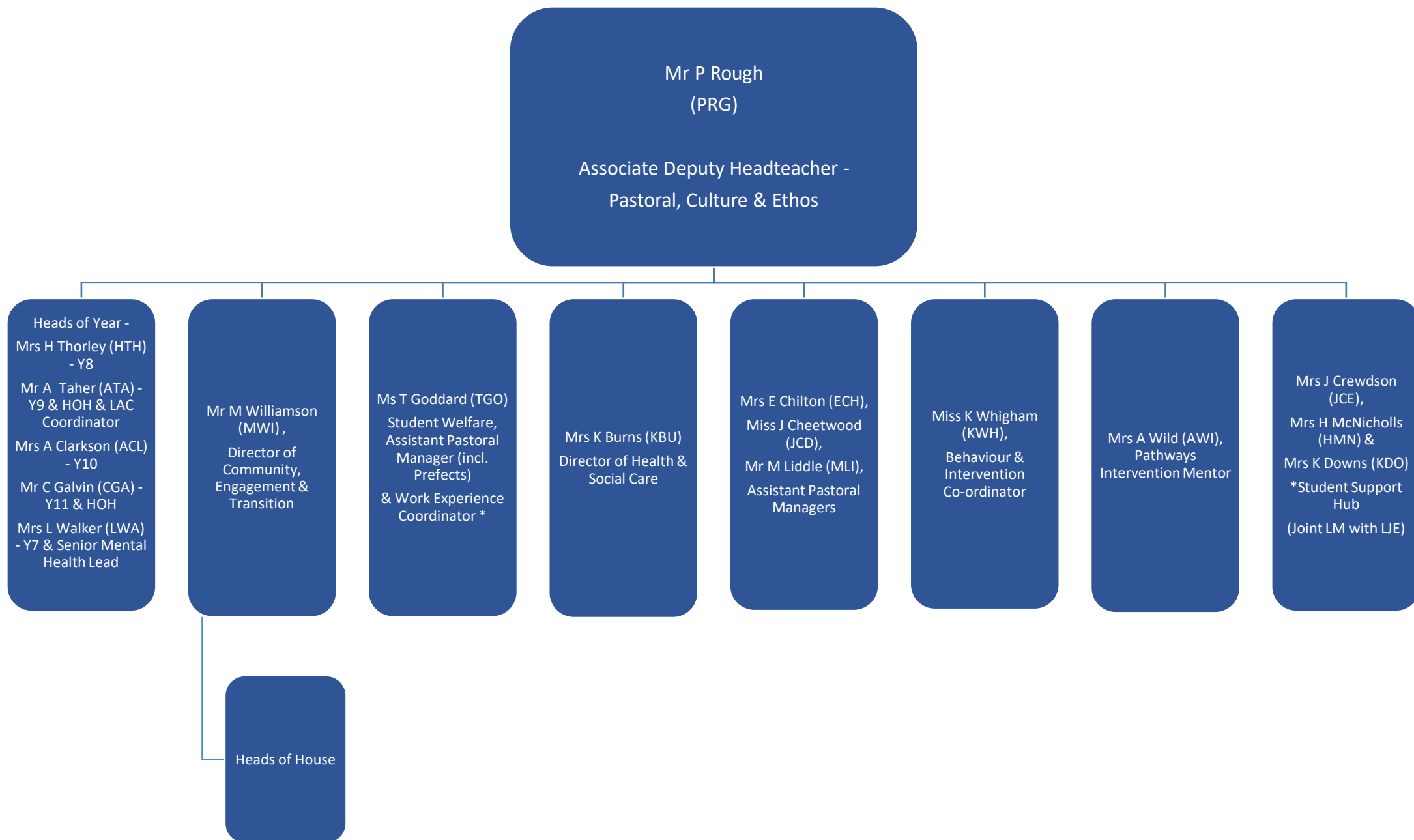
## ASSOCIATE DEPUTY HEADTEACHER



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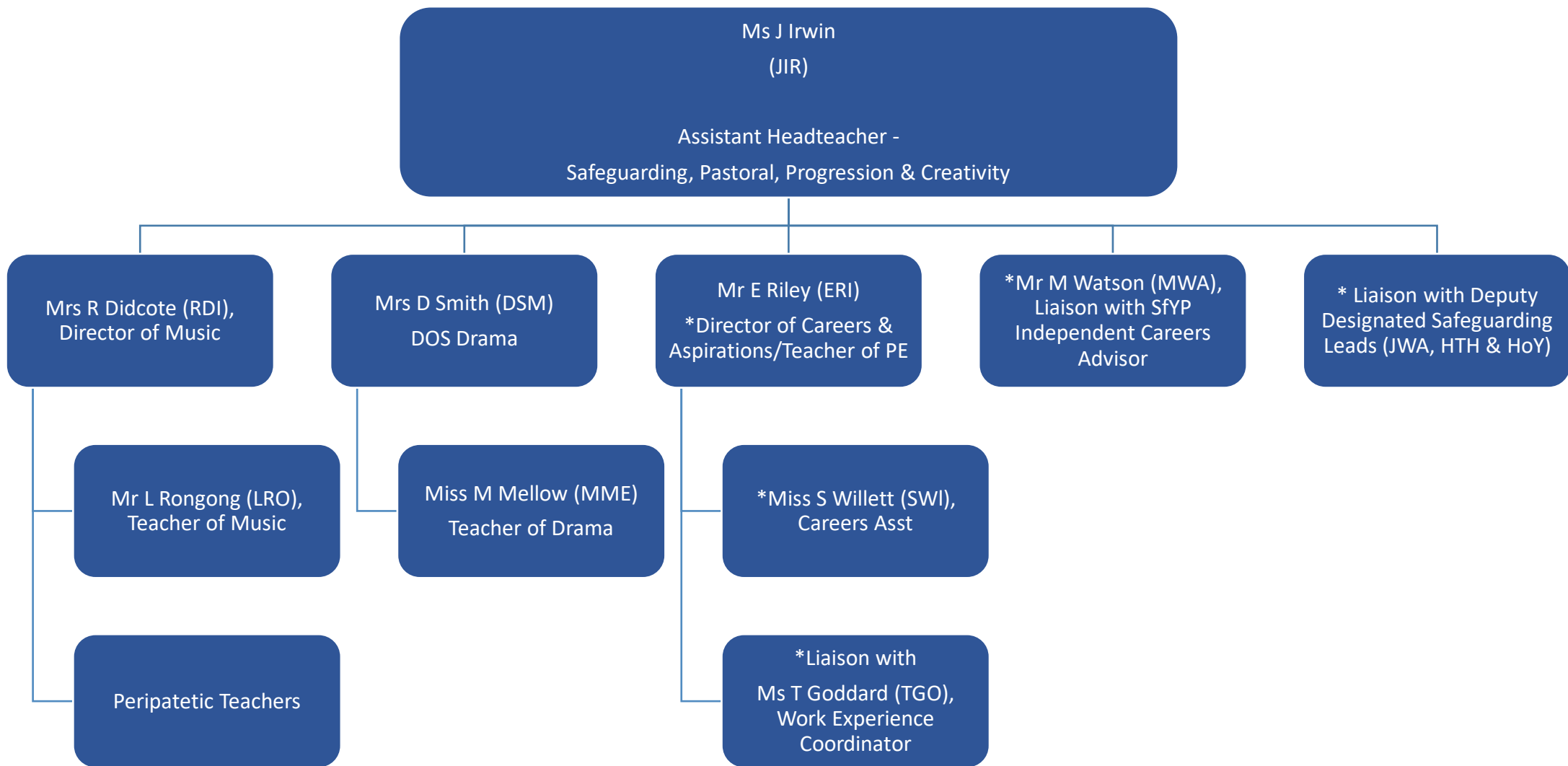


## ASSOCIATE DEPUTY HEADTEACHER

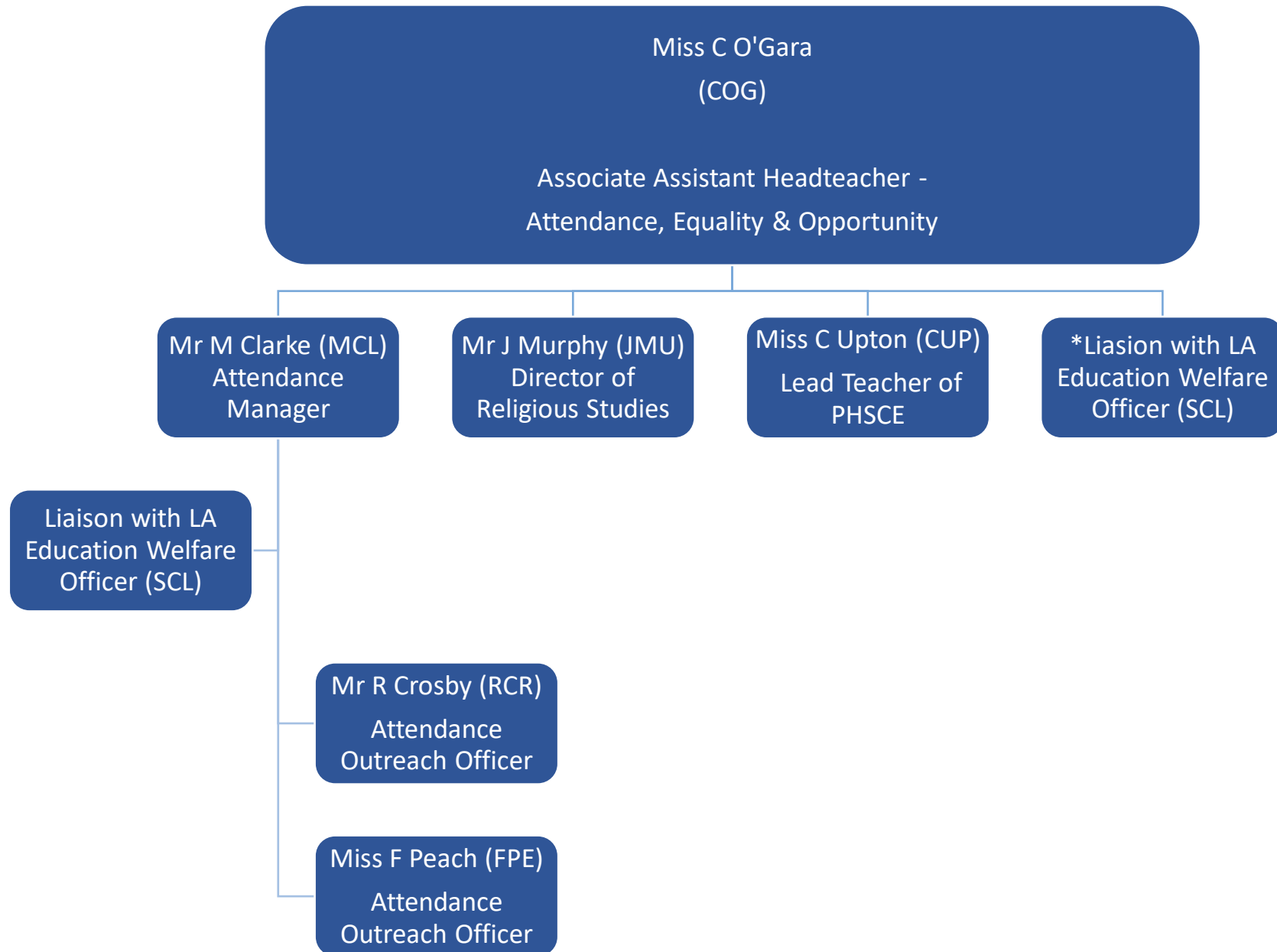


**Key:** \* = Secondary line management within the department, in addition to the post holder's other primary management role / **Mat** = Maternity Leave / **ECT** = Early Career teacher (exempt from the Performance Management process)

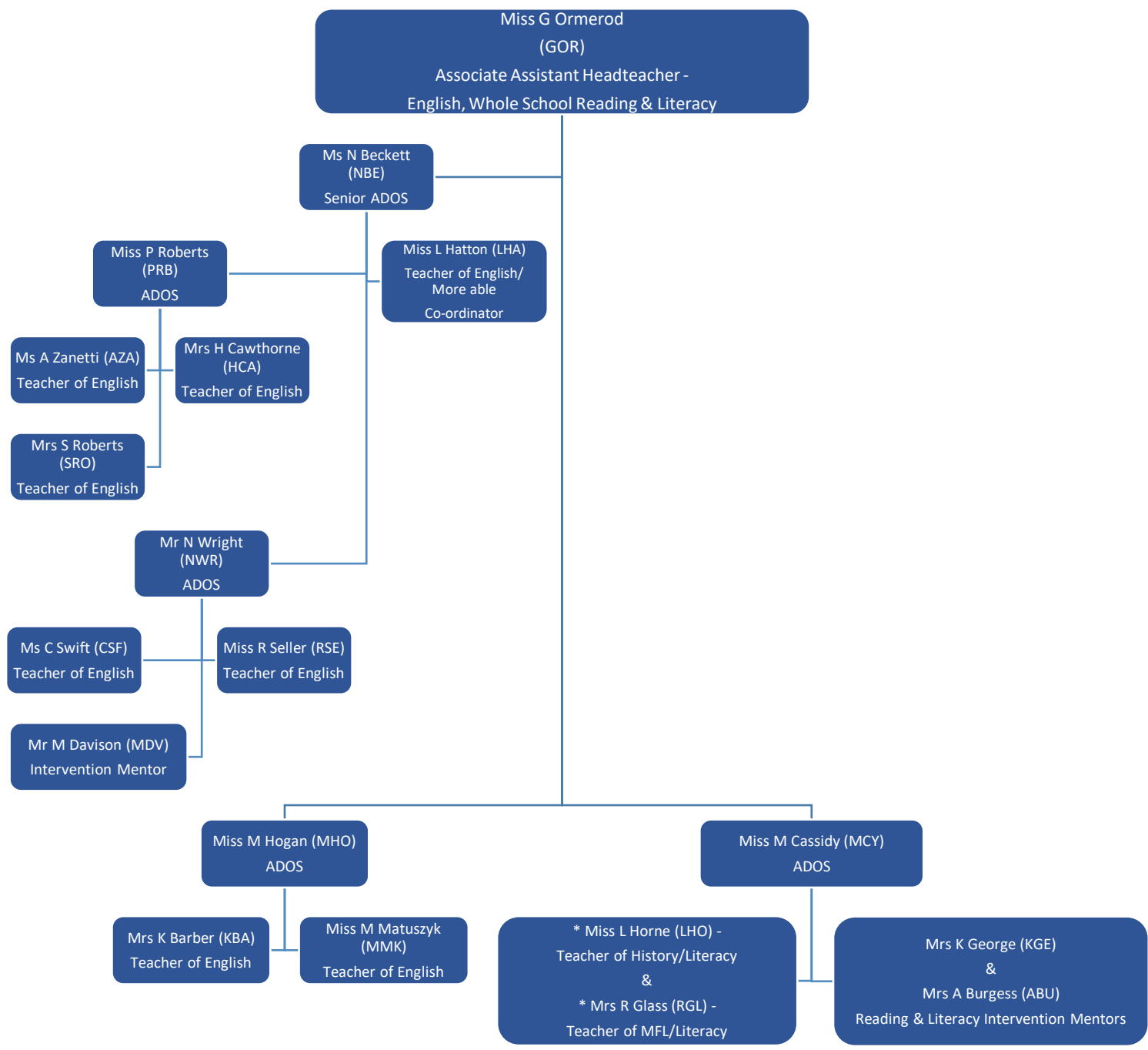
**ASSOCIATE ASSISTANT HEADTEACHER**



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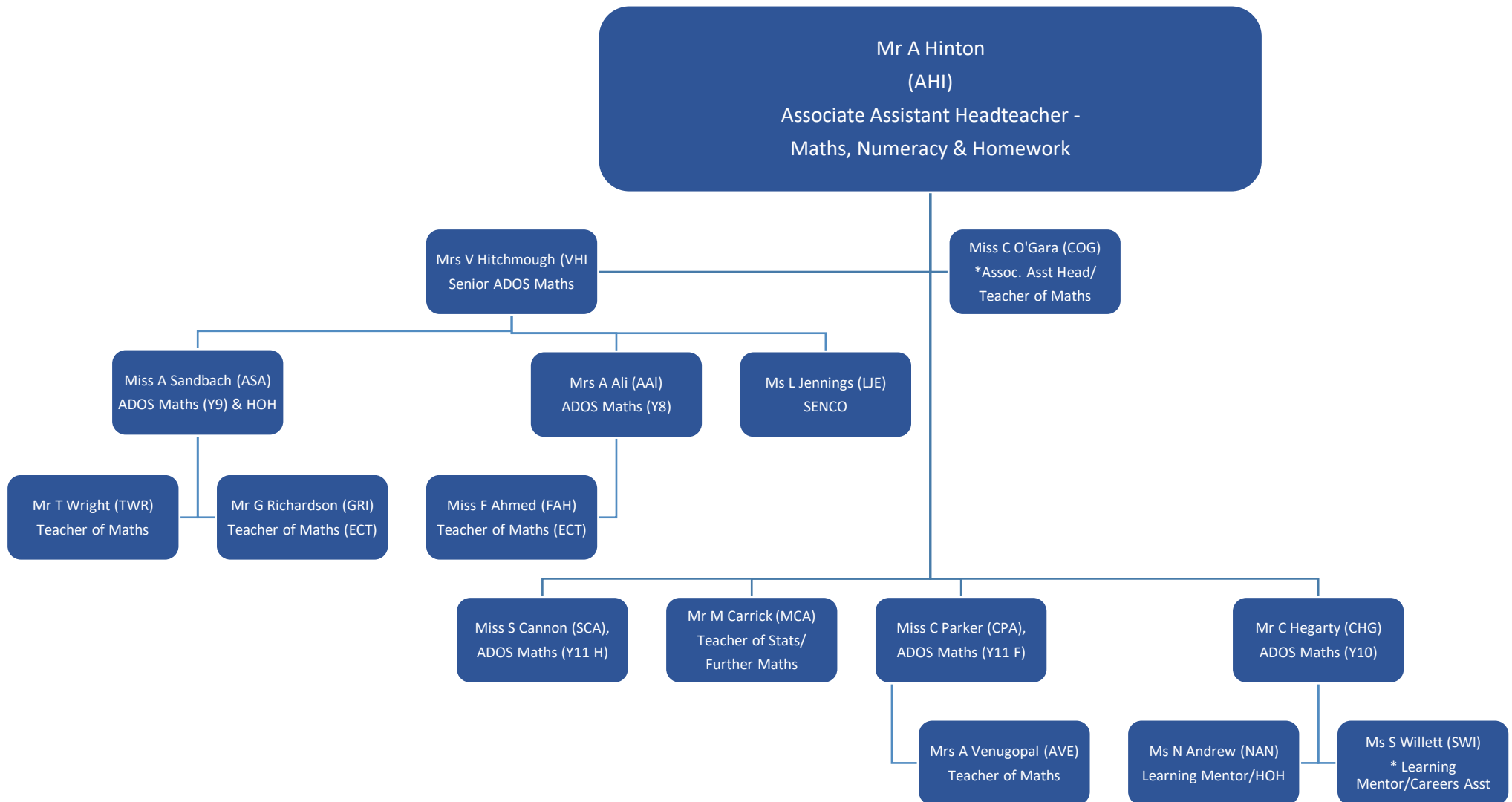


# ASSOCIATE ASSISTANT HEADTEACHER

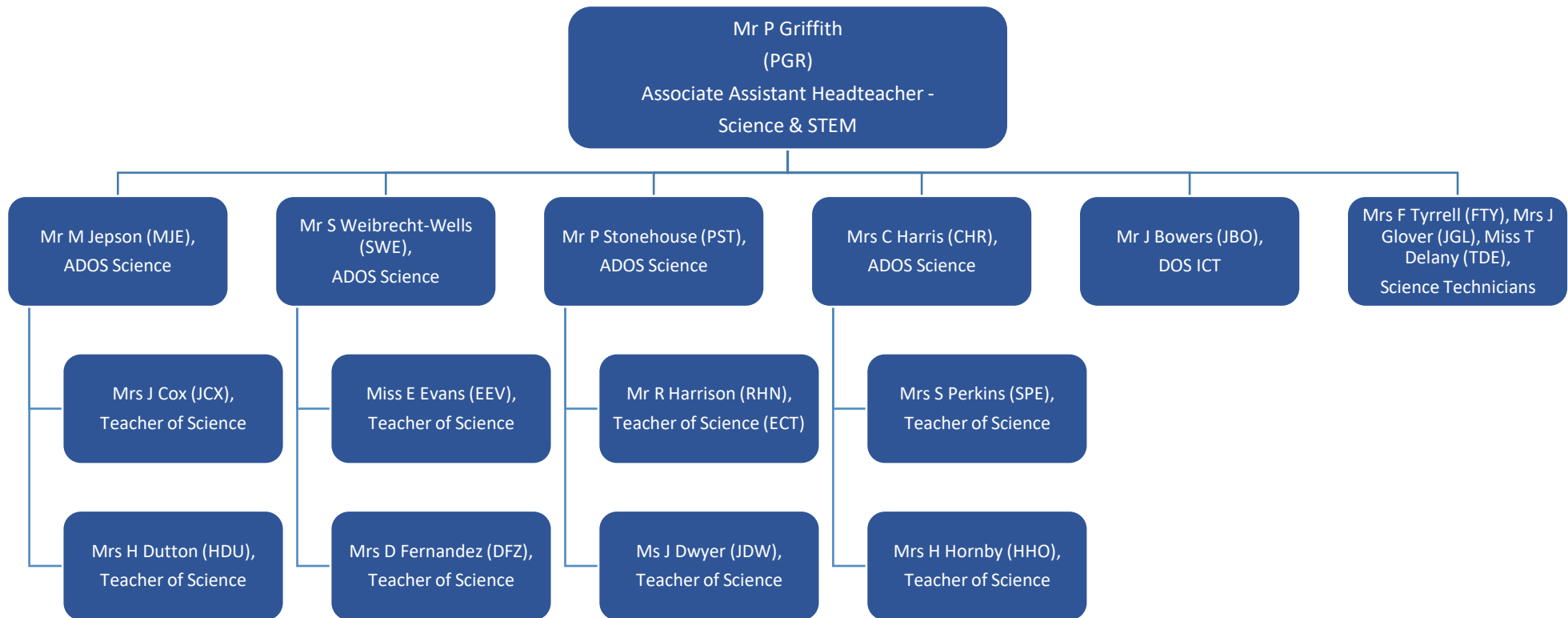




# ASSOCIATE ASSISTANT HEADTEACHER

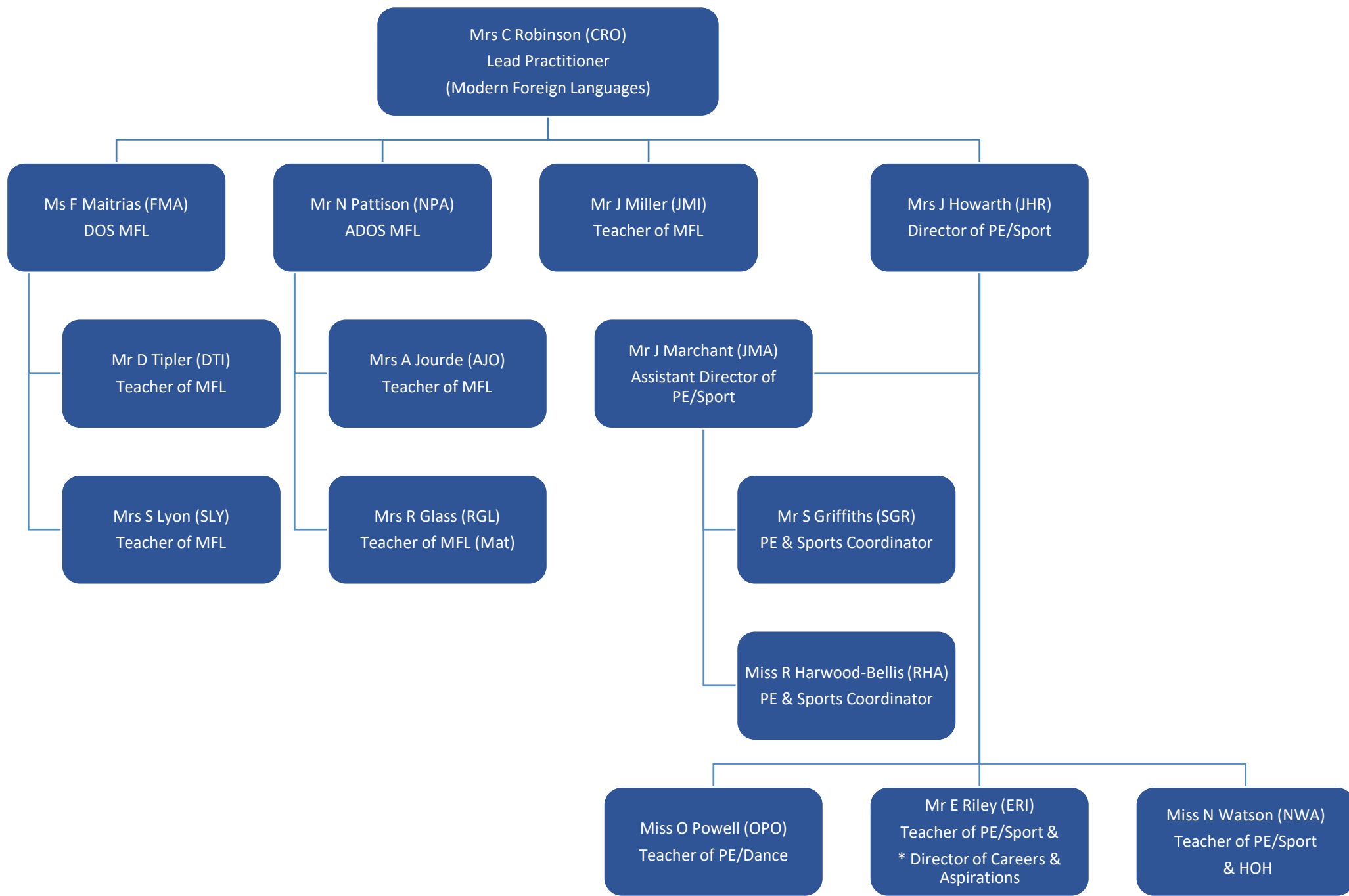


# ASSOCIATE ASSISTANT HEADTEACHER



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# LEAD PRACTITIONER (Modern Foreign Languages)



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