

CFS Senior Leadership Team 2026-2027

	James Garner	Claire Tunnicliffe	Cathryn Halton	Georgia Hayes	Victoria Galpin	Ben Phillips	Lee Hardwick	Rob Angell	Nick Elliman	Phil Fowler	Sam Comins
	Executive Principal	Head of Primary	Vice Principal	Assistant Head (Primary)	Assistant Head (Primary)	Head of Secondary	Deputy Head of Secondary	Assistant Head (Secondary)	Assistant Head (Secondary)	Assistant Head (Secondary)	Associate Assistant Head (Secondary)
Strategic Role	<i>All Through Learning and Teaching</i>	<i>Primary Learning and Teaching</i>	<i>All Through Inclusion & Primary SENDCo (Advocate for disadvantaged pupils)</i>	<i>Primary Curriculum and Outcomes</i>	<i>Primary Behaviour & Attendance</i>	<i>Secondary Curriculum and Achievement</i>	<i>Secondary Behaviour, Attendance & KS3 Standards</i>	<i>All Through Personal Development (Advocate for disadvantaged pupils)</i>	<i>Key Stage 4 Standards</i>	<i>Secondary SENDCo</i>	<i>Secondary Data and Assessment</i>
Strategic Responsibilities	Responsible for: *Quality of aspiration, consistency and standards throughout the All-through school *External Accountability *Attainment and Progress Results throughout all-through school *Staff Appraisal - RDP *Strategic Aims and Academy Development Plan *Staff CPD *Governance *Budget *School Compliance *Trust Development *Recruitment and Retention *All-through collaboration *All-through Learning and Teaching *Health and Safety Premises Evidenced through: *Meeting RDP objectives *External and internal outcomes (such as all results, attendance and behaviour measures) *Governor reports *KPI reporting *QA Visit reports	Deputising for the Executive Principal Responsible for: *Leadership and day-to-day running of the primary phase. *External Accountability *Attainment and Progress Results *Development and review of Teaching and Learning quality *Planning and delivery of the curriculum *Staff CPD *Primary admission appeals *Middle School model *ITT training and ECTs *Fair Access Representation Evidenced through: *Meeting RDP objectives *External and internal outcomes (such as ELG, SATs results, attendance and behaviour measures) *Governor reports *KPI reporting *QA Visit reports	Assisting with the day to day running of the school In both phases: * Pupil medical needs * SEND Strategy * Safeguarding Strategy (DSL) * Staff Wellbeing * Disadvantaged Strategy In Primary: * Quality of education and provision for SEND and disadvantaged learners * LSA deployment, provision and support * External accountability measures for SEND and disadvantaged pupils * Advocate for Disadvantaged pupils (primary) * SEND and therapeutic interventions * Transition for SEND Pupils * DT for CLAs and PLACs * Overseeing Alternative Provision (e.g. Treehouse) Evidenced through: *Meeting RDP objectives *External and internal outcomes for Pupils with SEND, Disadvantage or Pupil Premium Pupils *Governor reports *QA Visit reports *Individual Support plans *Pupil Premium Strategy	Assisting with the day to day running of the school In Primary: *Implementation of curriculum *Parental reports and PPCs * Pupil target setting and tracking * Assessment * Pupil progress and attainment * Academic Interventions * Access Arrangements * Internal and external assessments and examinations * Internal and external data analysis * Forest School Evidenced through: *Meeting RDP objectives *External and internal outcomes (such as ELG, SATs results, attendance and behaviour measures) *Governor reports *KPI reporting *QA Visit reports	Assisting with the day to day running of the school In Primary: *Pupil behaviour and standards, including uniform - Sanctions system and processes *Internal pastoral systems and monitoring *Rewards and praise *Pastoral support *Pupil Attendance strategy Evidenced through: *Meeting RDP objectives *External and internal outcomes (such as ELG, SATs results, attendance and behaviour measures) *Governor reports *KPI reporting *QA Visit reports	Deputising for the Executive Principal Responsible for: *Leadership and day-to-day running of the secondary phase. *External Accountability *Attainment and Progress Results *Planning and delivery of the curriculum *GCSE Guided Choices *Staff CPD *All-through Timetable Evidenced through: *Meeting RDP objectives *External and internal outcomes (such as internal assessments, GCSE results, attendance and behaviour measures) *Governor reports *KPI reporting *Individual plans (such as RAP for Year 11) *QA Visit reports	Assisting with the day to day running of the school In Secondary: * Deputising for the Head of Secondary * Rewards and Praise system and processes * Sanctions system and processes * Pupil Placement Panel representation * Internal pastoral systems and monitoring, ensuring consistency across both Key Stages * Pupil attendance * DDSL *Pupil Attendance Strategy *Secondary admission appeals In Key Stage 3: * Pupil behaviour and standards, including uniform * Pastoral support * Tutor time provision * Assemblies * In year joiners * Pupil progress and attainment * Academic interventions * Internal Examinations Evidenced through: *Meeting RDP objectives *External and internal outcomes (such as internal assessments, GCSE results, attendance and behaviour measures) *Governor reports *KPI reporting *QA Visit reports	Assisting with the day to day running of the school In both phases: * Enrichment and House System, including enhanced opportunities for disadvantaged pupils * Trips and Visits * PSHE delivery * Disadvantaged Strategy * Mental Health and Wellbeing * Overseeing the Futures Hub * Pupil Leadership * EVC In Secondary: * Unifrog and CFS Passport * Careers Education * Work Experience * Year 11 preparation for work and college * GCSE revision support and study skills * Advocate for Disadvantaged pupils (Secondary) Evidenced through: *Meeting RDP objectives *External and internal outcomes (such as GCSE results, attendance and behaviour measures) * Destination data * Gatsby Benchmarking *Governor reports *KPI reporting *Individual plans (such as RAP for Year 11) *QA Visit reports	Assisting with the day to day running of the school In Secondary: * Secondary timetable support – in year alterations * Secondary duties - In Key Stage 4: * Pupil behaviour and standards, including uniform * Pastoral support * Tutor time provision * Assemblies * In year joiners * Pupil progress and Attainment * DDSL * Academic Interventions * Delivery of GCSE mock programme - In Year 11: * Year group pastoral lead * Period 0 and holiday revision provision * Oversight of Year 11 summer examinations, including revision timetable * Secondary break time organisation and provision Evidenced through: *Meeting RDP objectives *External and internal outcomes (such as GCSE results, attendance and behaviour measures) *Governor reports *KPI reporting *Individual Support plans *QA Visit reports	Assisting with the day to day running of the school In Secondary: * Quality of education and provision for SEND and disadvantaged learners * LSA deployment, provision and support * External accountability measures for SEND and disadvantaged pupils * Access Arrangements * SEND and therapeutic interventions * Transition for SEND pupils * Reading support * DT for CLAs and PLACs * Overseeing Inclusion Secondary Phase Evidenced through: *Meeting RDP objectives *External and internal outcomes (such as GCSE results, attendance and behaviour measures) *Governor reports *KPI reporting *Individual Support plans *QA Visit reports	Head of Science In Secondary: * Pupil target setting and tracking * Oversight of Alps * Assessment processes and monitoring * GCSE outcomes strategy * Pupil Reports * Internal and external data analysis, including for Governors Evidenced through: *Meeting RDP objectives *External and internal outcomes (such as GCSE results, attendance and behaviour measures) * Reporting * QA Visit reports

Line Management	Heads of School Admissions and Communication Manager Data Analysis and Systems Lead Site Manager School Administration Officer Senior ICT Technician Secondary Head of English Secondary Art	Primary SLT Vice Principal: Inclusion Primary teachers, as defined each year Subject areas, as defined each year. Year 7 and Transition Lead/ Professional Tutor Head of Year (Year 7)	Primary LSAs SEND Admin Support ELSA Primary Pastoral Officers DSL Team	Learning Mentor Primary teachers, as defined each year Subject areas, as defined each year.	Primary teachers, as defined each Subject areas, as defined each year	*Secondary SLT *Subject areas, as defined each year: *Science *Maths *PE (inc. Dance) Executive Assistant Associate AHT: Secondary Data and Assessment	*Key Stage 3 Pastoral Team *Attendance Officer *External catering team *Heads of Year (8 and 9) Subject areas, as defined each year: *Technology *Media *Music	*Futures and Enrichment Manager *CCF and DofE Lead House Team *Subject areas, as defined each year: *Humanities *MFL	*Key Stage 4 Pastoral Team *Subject areas, as defined each year: *Computing *Business Studies Heads of Year (10 and 11)	* Therapeutic Interventions Officer * Secondary LSAs * Access Arrangements Officer * Head of Secondary Alternative Provision *SEND Admin Support * Subject areas, as defined each year: *Drama	* Arbor Manager * Exams Officer
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