

Changes to SLT Staffing Structure:

Approved structure Sept 2020:

Head Teacher	
AHT for Inclusion	SBM
UPS + TLR	UPS + TLR

From Sept 2021:

Head Teacher		
AHT for EYFS and Inclusion	AHT for T&L	SBM 0.5
UPS + TLR (SENCO)	UPS + TLR	

Proposal:

- Keep the Assistant Head Teacher for inclusion and continue to enable to external working for RoSIS.
- Creating an Inclusion HUB that brings together all elements of support that our vulnerable children access (e.g. SEN, Safeguarding, Mental Health Support, behaviour support). Increases accountability and ensures no child is missed.
- Advertise externally for a AHT for Teaching and Learning
- Have a TLR for SENCO role
- Realign other leadership positions in line with HR to ensure accountability, expectations and workload is appropriate to the pay grade.

Rationale:

- The proposed leadership structure addresses the priority areas that Ofsted and the SEN review have highlighted, which are:
 - Early Years Foundation Stage
 - Behaviour
 - Phonics and Early Reading
 - Y2-Y6 Reading
 - Subject Leadership
 - SEN provision
 - Catch up Learning
 - Covid-19 mental health damage
- The AHT for EYFS and Inclusion helps to address the issues of Early Years Foundation Stage, Behaviour, SEN provision, Catch up Learning and COVID mental health damage

- The AHT for Learning and Teaching addresses the issues of Phonics and Early Reading, Y2-Y6 Reading, Subject Leadership, catch up learning whilst also continuing to develop the curriculum, and maintain rigorous accurate assessment systems.
- The SENCo addresses the issues of SEN provision, Behaviour and Phonics and Early Reading
- The realigning of other leadership roles addresses the issues of Subject Leadership, Y2-Y6 Reading, Catch up Learning and Covid-19 mental health damage

Financial Implications:

- AHT for T&L will have the full responsibility for a class.
- The money that we would spend on an average M4 Teacher plus 0.5 SBM would cover the cost of the AHT on L6.
- This structure does not cost any more than the current SLT structure and may cost less, dependant on pay scales.
- Income brought in from RoSIS Contract will reduce the cost of the SLT.