



Trinity Academies – Eppleby Forcett, Middleton Tyas and Richmond Leadership Model



All three schools work extremely closely together and share a full-time Executive Headteacher, Mrs Williamson. We have two part-time Head of Schools who work at Richmond, Miss Hodges and Mr Gatrill, and one full-time Head of School, Mrs McLean, who works across Eppleby Forcett and Middleton Tyas.

As of April 2021, we have also introduced shared phase and subject leaders across all three schools. This will enable us to access subject specialisms as staff can share resources and good practice more effectively, whilst also putting a downwards pressure on workload as staff will be able to lead fewer subjects.

Shared phased leaders

- Early Years Leader – Mrs James, based at Eppleby Forcett
- Key Stage 1 Leader – Miss Grainger, based at Richmond
- Key Stage 2 Leader – Mrs Parker, based at Middleton Tyas

Shared subject leadership

Team	Subject	Strategic Lead for all three schools		Support/Link
Core	English	Mrs Parker Middleton Tyas		Phonics and Early Reading links: Miss Grainger - Richmond Mrs James – Eppleby Forcett
	Maths	Mr McCulloch Middleton Tyas		Miss Hodges Richmond
	Church School Distinctiveness inc. RE	Mr Richmond	Mr Gatrill Middleton Tyas	
Health & Wellbeing	PE	Mrs McLean Middleton Tyas		Mrs Weighell ~ Clubs & competitions Richmond
	Pupil Premium	Mrs McLean Middleton Tyas		Miss Grainger Richmond
	Health and Wellbeing inc. PSHE	Miss Bartle Mrs Booth ~ Mental Health Champion Middleton Tyas		Mrs Weighell ~ Mental Health Champion Mrs Partridge ~ PSA Richmond
STEM	Science	Miss Yarrow Middleton Tyas		
	Computing	Mrs Young Richmond		
Creative Arts	Art & DT	Miss Hodges Richmond		Mrs Wass Middleton Tyas
	Music	Mrs Foxwell Richmond		
Knowledge & Understanding of the World	Geography	Mr Keane Middleton Tyas		
	History	Mrs Stewart Richmond		
	Modern Foreign Languages (MfL)	Mrs Whitaker Richmond		

We have school specific SENCos

- Mr Wells – Richmond
- Mrs McLean – Eppleby Forcett and Middleton Tyas

Role of the Subject Leader

At Trinity Academy, the **subject leader's role** is to improve the teaching and learning of the subject across our three schools.

The National Standards for Subject leaders, created by the TTA, explain the core purpose as:

'To provide professional leadership and management for a subject to secure high-quality teaching, effective use of resources and improved standards of learning and achievement for all pupils.'

Expectations across our three schools:

- To be an outstanding beacon of good practice, leading by example in all aspects of the teacher standards and promoting our positive school ethos at all times.
- Following analysis, create a subject specific annual action plan, which will be monitored termly.
- Maintain a subject specific policy, including the 3 I's: Intent, Implementation and Impact and clear expectations of how the subject will be taught and assessed including exemplars of work.
- Build an in depth knowledge of your subject and attend relevant CPD.
- Monitor the teaching and learning of your subject including liaising with your link (if in place).
- Keep an up-to-date 'One-page Leadership Summary'.
- Keep an up-to-date Subject Leadership File – using the suggested contents.
- Share resources and good practice with all staff, using your subject specific folder within the 'Subject Leadership' channel on our Curriculum Team, and at staff training.
- Meet with your link governor, at least termly.
- To ensure your subject is accurately represented and celebrated on the school website (Note: The same information will be on both websites).

For further detail, please see our Subject Leader Handbook.

Role of the Phase Leader

At Trinity Academy, the **phase leader's role** is to provide leadership and support across the respective phase across our three schools e.g. Early Years, Key Stage 1 or Key Stage 2.

Expectations:

- To be an outstanding beacon of good practice, leading by example in all aspects of the teacher standards and promoting our positive school ethos at all times.
- To provide leadership in terms of sharing resources and good practice with all staff using our Curriculum Team and at staff training.
- To promote high expectations and promote continuity and community cohesion across the phase.
- To provide pastoral support for the relevant staff team via a Teams page and regular meetings (at least termly).
- To facilitate a regular meeting for their phase support staff.
- To work closely with the Heads of School to ensure wider curriculum coverage within their phase.
- Phase leaders may be asked to provide support for specific staff.
- The Early Years Leader will have additional responsibilities in terms of providing supervision for all EY staff and leading performance management for all EY support staff.