



The Athelstan Trust



‘Caring, Collaborative and Excellent’

theathelstantrust.org



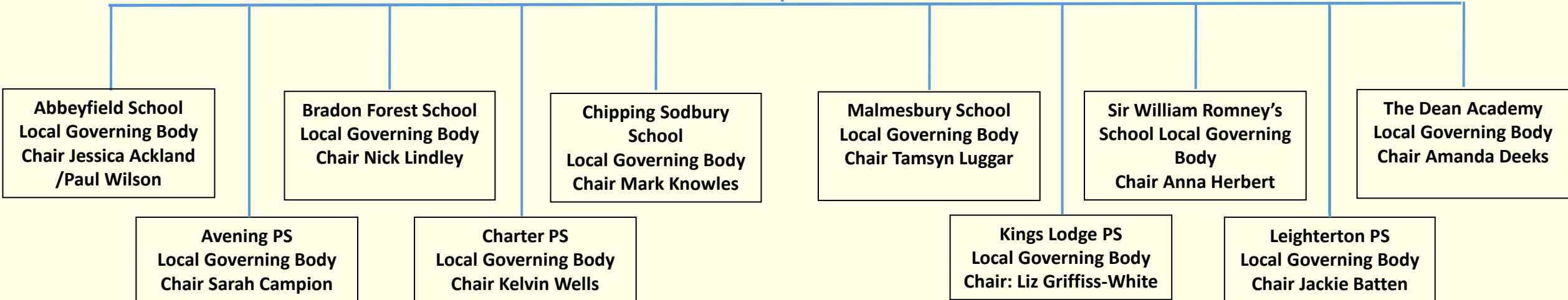


The Athelstan Trust

Trust Governance Structure

**The Athelstan Trust
Members**
Chair - Martin Smith
Colin Littler
Jemma Kojima
Richard Boggis Rolfe

**The Board of
Trustees**
Chair
Keval Shah





The Athelstan Trust

Trust Leadership Structure 2025 - 2026

Chair of Trustees
Keval Shah

Chief Executive Officer
Matthew Evans

Chief Financial Officer
Dani Gregory

Director of Estates
Tim Leaman

Director of Learning
Michelle Kilburn-Bond

Abbeyfield School
Headteacher
Nick Norgrove

Bradon Forest School
Headteacher
Sarah Haines

Chipping Sodbury School
Headteacher
Rob Skipp

Malmesbury School
Headteacher
Brett Jouny

Sir William Romney's School
Headteacher
Will Ruscoe

The Dean Academy
Headteacher
Hannah Rowlands

Avening & Leighterton Primaries
Executive Headteacher
Jane Rushton

Charter Primary School
Headteacher
Sarah Flack

Kings Lodge Primary School
Headteacher
Kim Spencer

Management Accountant
Amelia Freeman

Management Accountant
Laura Britton

Finance Leads in Schools

Primary Business Partner
Claire Davey

IT Manager
Dave Cox

IT Support Technicians in Schools

Estate Teams in Schools

Operations Officer
Katherine Standerwick

Estates Operative
Stewart Toop

Sports Centre Manager
Ben Bush

School Improvement Lead
Emma-Jane O'Neill

School Improvement Lead
Rowena Wood

Primaries Improvement Lead
TBC

SENCo Lead
Jessica Abel-Goldbin

Safeguarding Consultant
Helen Wilkinson

Primary Consultant
Geraldine Tidy

HR Manager
Sian Jones

HR Administrator
TBC

HR Teams in Schools

Head of Governance
Kate Bashford

Office Manager / PA to the CEO
Natasha Wood

Central Payroll/ Finance Manager
TBC

Accounting Technician
Laura Robinson



The Athelstan Trust

School Improvement Team Structure, 2025-2026

Chief Executive Officer
Matthew Evans

HR Manager: Sian Jones (4 days)

- HR: Support of school-based HR leads across the trust; recruitment process management for central team / ELG; 'My New Term' oversight; leading on the HR side of SAMPeople.
- Project management of FWAMS.
- Strategic overview for National College, Odyssey Teaching School Hub (ECF & NPQs).
- Embed HR best practice across The Athelstan Trust.
- Athelstan Trust Day Organisation.

Director of Learning: Michelle Kilburn-Bond (0.85 fte)

- Line Management of SI Team; communication with HTs / SLT about SIL support & deployment.
- Strategic overview of Athelstan QA and Trust Day CPD
- Disadvantage: Leading collaboration.
- English Specialist: Leading collaboration; bespoke support and QA as requested; KIT with evidence / best practice.
- Humanities, PD and Expressive Arts: Point of contact for collaboration / support.

SIA: Geraldine Tidy (consultant)

- Primary Specialist: 4 visits to each primary school with subsequent report and recommendations.
(other consultants used for bespoke support e.g. Lindsay Palmer)

Helen Wilkinson (consultant)

- Safeguarding Specialist: leading collaboration; bespoke report and QA as requested; KIT with evidence / best practice.
- LAC: Point of contact for collaboration / support

SIL: Emma-Jane O'Neill (0.9 fte)

- Strategic overview of Data: Exams, Assessment, Attendance (Power BI), Reporting and AI. (incl. data & assessment lead point of contact for collaboration).
- Athelstan Trust QA
- Maths Specialist: Leading collaboration; bespoke support and QA as requested; KIT with evidence / best practice.
- Computing, PE, Languages & Business / Economics: Point of contact for collaboration / support.
- CPD: Learning Circuits, AI

SIL: Rowena Wood (0.9 fte)

- Strategic overview of Reading: reading age testing, intervention & NGRT data (incl. collaboration).
- Athelstan Trust QA
- Pastoral Care (incl. primary liaison / transition / attendance) & Inclusion Specialist: Leading collaboration; bespoke support and QA as requested; KIT with evidence / best practice.
- Science, DT (including textiles) & Vocational: Point of contact for collaboration / support.
- CPD: ALLSorts curator, Pastoral Interventions

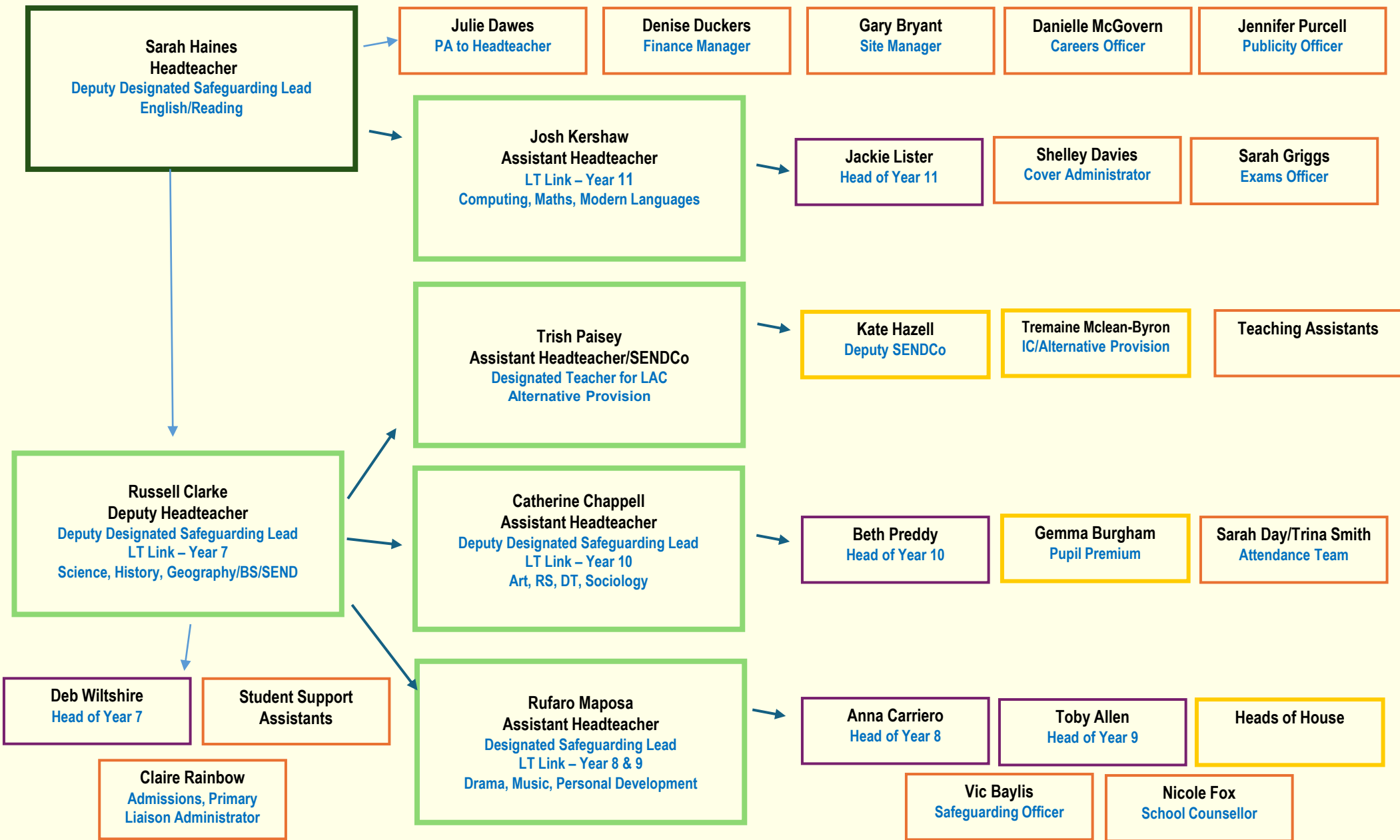
SIL: Jessica Abel-Goldbin (0.2 fte)

- SEND Specialist: Leading collaboration; bespoke support and QA as requested.
- Athelstan Trust QA
- CPD: TA training (incl. induction)



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2025/26 Leadership Responsibilities - Bradon Forest School





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Malmesbury School SLT Areas of Responsibility 2025-2026

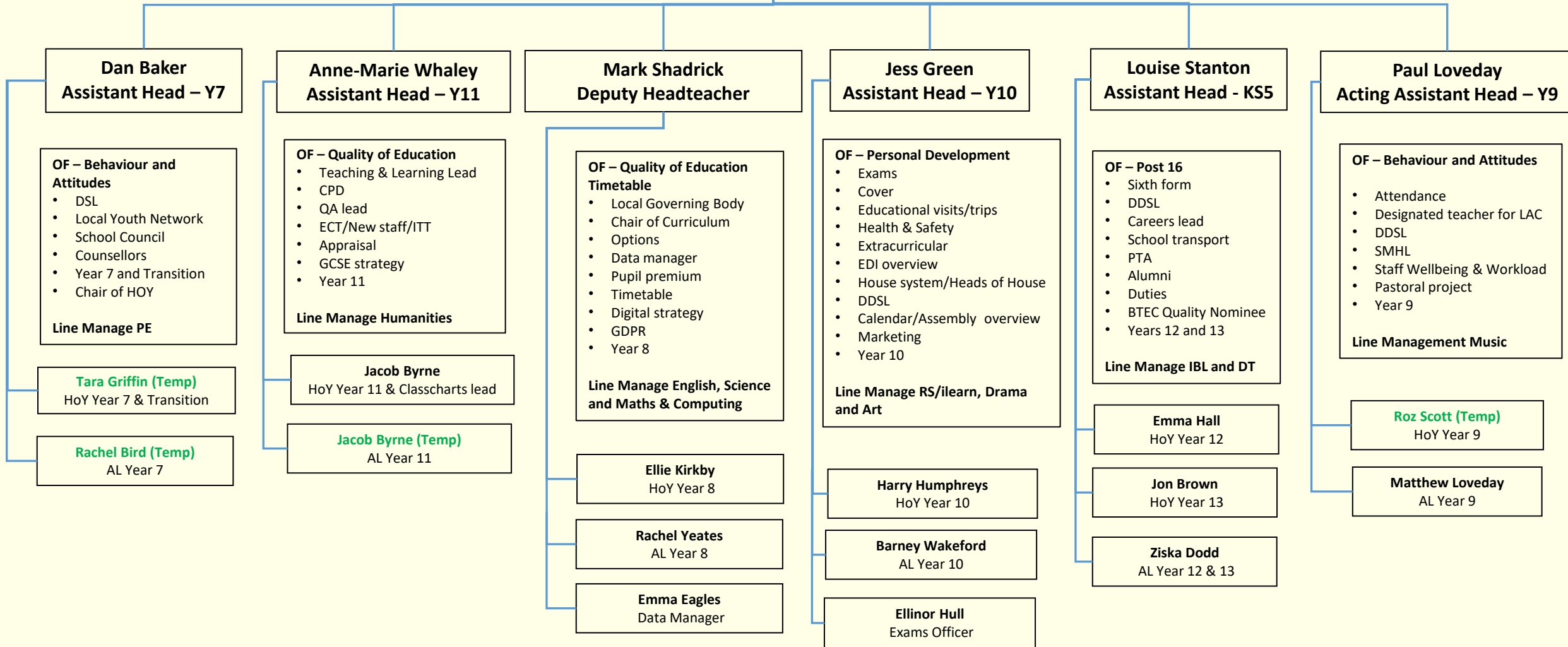
OF – OFSTED framework
 QA – Quality Assurance
 EDI – Equality, Diversity & Inclusivity
 ECT – Early Career Teacher
 ITT – Initial Teacher Training
 HoY – Head of Year
 AL – Academic leader



Jessica Abel-Goldbin – SENDCo

- TAs
- EHCPs
- PALSS meetings

Brett Jouny, Headteacher
 OF – Leadership & management
 Local Governing Body, SIP/SEF, QA overview, Recruitment, AP/Bungalow overview, Admissions, Reading strategy
 Line management of SEND & HR





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Chipping Sodbury School SLT Areas of Responsibility – 2025/2026



Julie Passco
Head's PA
HR Lead

Rob Skipp, Headteacher

OFSTED – Leadership & Management

Personnel, recruitment and retention, faculty review process, liaison with professional assoc., suspensions and exclusions, analysis of exam data, whole school self-evaluation, school evaluation and reviews, School Improvement Plan, strategic direction, finance, appraisal, school calendar, day to day site matters

Line management of the Senior Team, Maths, MFL, English, Head of Sixth, Finance Manager, Site Manager

Jennifer Howe
Deputy Headteacher

- Pupil Premium Co-Ordinator
- Attendance
- Literacy Strategy
- Behaviour and Culture Strategy
- Line management of PPL Y10
- Open Evening
- Pupil Premium
- Educational Trips, visits and enrichment
- Alternate Provision
- Staff Wellbeing
- Designated Teacher
- Website and Comms

Line management of Student Support Team, PPLs, Heads of House, First Aid, Maths

Laura Davies
Assistant Headteacher

- Curriculum
- Timetable
- Options
- GDPR
- Duty Rotas
- Classroom experience, marking and homework
- Literacy
- Admissions
- GDPR
- Visitors to the school
- Strategic oversight of cover
- Point of contact for KS3

Line management of PPL, Y8&9, Art, DT, PE, Admissions Admin, Cover Administrator

Melissa Hillier
Assistant Headteacher

- **SENDCo**
- Ilearn/Inclusion, alternative provision
- SEND Compliance
- SEND Strategy
- Literacy screening
- Interventions
- Y6 Transition Evening
- Parent Liaison Events

Line management of Resource Base Manager, PPL Y7, Deputy SENco, Ilean Manager, HLTA.

Hannah Grant
Resource Base Manager

Kevin Milburn
Assistant Headteacher

- DSL
- Internal and External Exams
- Transition from Y9 and 11
- Shared lead of Faculty Heads
- Point of contact for KS4
- Raising Standards Data

Line management of Science, Humanities, Exam Officer, Curriculum, and Data Admin, PPL Y11, Senior Deputy DSL

Heads of Faculty:

English – Simon Lewis
Maths – Chris Chapman
Humanities – Richard Pellow
Science – Jo Davies
Physical Education – James Allen
Modern Foreign Languages – Chris Pugh
Music – Sally Boulton
Head of Sixth Form - Gillian Hilleard

Jemma Donnelly
Assoc Assistant Headteacher

- CPD
- Working Groups
- ECT
- ITT
- Assembly Rota
- Tutor Notices

Lauren Ellis
Assoc Assistant Headteacher

- Student Leadership
- Co-curricular Engagement
- Tutor Programme – HWK and metacognition through tutor time
- Mental Health Lead
- Celebration Awards
- Enrichment week (assist. DH)

Line management of Careers Lead

Thomas White
Pastoral Progress Lead
Y7

Robin Taylor
Pastoral Progress Lead
Y8 - 9

Stephen Hallett
Pastoral Progress Lead
Y10

Lauren Ellis
Pastoral Progress Lead
Y11



The Athelstan Trust

The Dean Academy

Staffing Structure: 2025-26



Headteacher
Hannah Rowlands
hrowlands@thedeanacademy.org

- SIP/SEF
- Vision & Ethos
- Strategy
- Budget and Finance
- Curriculum Plan & TT
- Complaints
- Budget
- HR
- PR/Community/Parent Voice
- Calendar
- PP

- LGB
- Staff Wellbeing & Staff Voice
- Admissions
- Careers
- Website

Line Management:

- SLT
- Head's PA
- Resources
- Finance Lead
- Site Lead
- IT Support
- Careers
- Maths, English, Science

Deputy Headteacher
Natalie Mehrotra-Hughes
nmehrotrahughes@thedeanacademy.org

- DSL
- SEND
- Inclusion
- Attendance
- Cover
- 1st Aid
- Health & Safety
- EDI
- Duty Rotas
- BTEC QN
- Personal Development
- LAC
- EAL

Line Management:

- SENDCo
- Attendance
- Cover Coordinator
- DDSL
- MFL
- Performance/Drama
- PD/RE

Assistant Headteacher
Pete Glynn
pglynn@thedeanacademy.org

Line Management:

- Behaviour
- Culture
- House System
- Extra-Curricular & Trips
- AP/SSC
- Assemblies
- ADP
- HoY (7-10)
- Pastoral Support
- AP Support
- Classcharts
- Assembly Rota

Deputy Headteacher
T Fessey
tfessey@thedeanacademy.org

- Raising Standards
- Data & Assessment
- Exams
- Options
- Homework
- Transition
- Progress Evenings
- GDPR

Line Management:

- Data and Exams
- PE
- Computing & Business
- YoY 11

Assistant Headteacher
T Adams
tadams@thedeanacademy.org

- CPD
- Teaching & Learning
- Quality Assurance
- Teach 1st /ECTt:
- /GITEP
- Student Voice

Line Management

- Humanities
- Music

SENDCo
H Thayer
hthayer@thedeanacademy.org

- Deputy SENDCo
- SEND Admin
- TAs (with Deputy SENDCo)
- EPIC support workers



The Athelstan Trust

2025/2026 SLT Areas of Responsibility – Sir William Romney’s School



Will Ruscoe
Headteacher (DDSL)
 School Vision and Improvement, Curriculum, Calendar, Student Council, Finance, Personnel, MAT, SEF, Performance Management, Health and Safety, Trips and Visits, Governors, Raising Standards, Newsletter and Communication, Exams, Year 9 options, Deputy Designate
 Safeguarding Lead.
wruscoe@swr.gloucs.sch.uk

Tanith Lynham
Assistant Headteacher
 Teaching and Learning, Character Development, Enrichment, SWR Sixth, Careers Education, SMSC & British Values, Equalities and Protected Characteristics, Community, Staff Wellbeing, House System
 Line Management: Personal Development, Subject Lead
t.lynham@swr.gloucs.sch.uk

Daisy Alban-Jones
Head's PA and Personnel Manager

Sarah Pick
Finance Manager

Kate Townsend, Sarah Jones, Tracy Ludlow, Jayme Townsend
Office Staff

Toby Bell
Site Manager

Jackie Rymer
Data Manager & Examinations Officer

Leaders of Learning
Fraser Blackwood (Maths, ICT & Business), **Katie Tall** (Science & PE), **Colin Davies** (Creatives), **James Fairclough** (Humanities), **Caroline Eveleigh** (Communications)

Sarah Connor
Assistant Headteacher (DDSL)
 SENCO, Literacy, Reading Recovery. Alternative Provision, Individual Healthcare Plans, Deputy Designate Safeguarding Lead
sconnor@swr.gloucs.sch.uk

Laura Blake
Assistant Headteacher (DDSL)
 Attendance, Behaviour, Rewards & Sanctions, Homework, Admissions, Anti-Bullying, Strategic collaboration of Heads of Year
Subject Leadership: Drama
l.blake@swr.gloucs.sch.uk

Peter Dillon (DSL)
Assistant Headteacher
Designate Safeguarding Lead Safeguarding, Primary Relationships, Pupil Premium, Transition
p.dillon@swr.gloucs.sch.uk

James Fairclough
Associate Assistant Headteacher
 ECT and ITT, Quality Assurance, CPD, ECT and ITT, Data
j.fairclough@swr.gloucs.sch.uk

Line Management:
 Teaching Assistants

Line Management:
 Inclusion Support Workers
 Behaviour Officer
 Student Welfare Officer

Line Management:
 Heads of Year
 Sarah Nicholls, Carrie Love, Dan Mills

Line Management:
 Safeguarding Officer
 Megan Trowell

Line Management:
 Humanities Department



Abbeyfield Secondary School

Senior Leadership Team Roles and Responsibilities 2025 - 2026

Business Manager
Mrs Stethridge

Responsibilities

- Finance
- Procurement
- Premises
- PFI liaison
- Marketing
- Community relations
- HR
- GDPR
- Health & Safety

Line Management

- Support staff
- Finance
- HR
- MDSAs

LRS@abbeyfield.wilts.sch.uk

Assistant Headteacher
- Student experience
Mr Tregilgas

Responsibilities

- DSL
- CLA lead
- Tutor programme
- PSHE
- 'Character' lead
- Admissions
- Enrichment
- House link

Line Management

- RSLs – All yr groups.

dht@abbeyfield.wilts.sch.uk

Deputy Headteacher
– Attitudes to learning
Mr Cutler

Responsibilities

- Attendance
- Behaviour
- Reset
- Inclusion and AP
- Managed Moves
- Yr 6 transition
- Staff duties
- Parental engagement
- DDSL
- House link

Line Management

- Creative
- PE
- SWaS Manager
- Cover supervisors

sac@abbeyfield.wilts.sch.uk

Headteacher
Mr Norgrove

Responsibilities

- Ethos and standards
- Strategic planning
- External support
- Deployment of finance and resources
- Oversight of Vulnerable learners
- Staff welfare
- Governance
- Appointments and recruitment strategy
- SIP
- SEF
- Exclusions
- Expansion
- DDSL

Line Management

- SLT
- MFL
- Librarian

nmn@abbeyfield.wilts.sch.uk

Deputy Headteacher
– Academic achievement
Mr Stewart

Responsibilities

- Curriculum
- Timetabling and staffing
- Appraisal
- Data systems
- Assessment and reporting
- Examinations
- IT infrastructure
- Yearly planner
- Primary liaison
- Oversight CIAG
- House link

Line Management

- English
- Math
- Science
- Exams officer

irs@abbeyfield.wilts.sch.uk

Assistant Headteacher
- T & L
Mrs Virgin

Responsibilities

- Teaching and Learning
- CPD
- Homework
- Teacher training
- KS4 options lead
- QA of T&L
- Oversight of Post 16
- Oversight of Literacy and Numeracy
- House link

Line Management

- Post 16
- Hums
- DT
- Bus/Ec/IT

imv@abbeyfield.wilts.sch.uk

SENCo
Mrs Caplat

Responsibilities

- Provision for SEND
- TA deployment

Line Management

- Deputy SENCo
- SEN administrator

aec@abbeyfield.wilts.sch.uk



The Athelstan Trust

AVENING PRIMARY SCHOOL

Staffing Structure 2025-2026



Executive Headteacher Jane Rushton Curriculum, DSL, Pupil Premium, English, PSHE, Music, MFL, Student Mentor	SENDCo Tina Harris DDSL	Senior Administrator Kelly Wilkinson
	Mental Health Lead Deb Carter DDSL, Forest School Lead	Clerk to the Governors Holly Bell

Owls Class (Y5/Y6) Georgia Yarham ECT	Hawks Class (Y3/Y4) Oli Hall Science, Computing	Kestrels Class (Y1/Y2) Mark Wilkinson (Assistant Head Teacher) Maths, Early Reading, PE, DT, Induction Tutor/ Mentor	Eagles Class (R/Y1) Lydia Cook Art, RE	Cover Teacher Joanna Wood Geography, History
Owls Class TAs Alison Wilson Forest School Kirsta Jones (SEN)	Hawks Class TA Amy Aldhouse	Kestrels Class TAs Maizie Hegenbarth Vicki Newell (SEN) Liz Fuller (SEN)	Eagles Class TAs Ness Gobey Naomi Marshall (SEN)	Breakfast/After School Club Kelly Francis



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CHARTER PRIMARY SCHOOL

Staffing Structure 2025-2026



<p>Headteacher Sarah Flack DSL, Curriculum English, Student Mentor, Online safety and Attendance</p>	<p>Deputy Headteacher Laura Beale DDSL ECT Induction Tutor, Foundation Subject Curriculum Lead, Mathematics, Pupil Premium</p>	<p>Assistant Headteacher Caroline Bowater DDSL, Resource Base Manager and SENCO</p>		<p>School Business Manager Sophie Flynn Educational Visits Co-ordinator</p>	
		<p>Assistant Headteacher Lucy Adams DDSL, EYFS, Phonics and Early reading, Music, PSHE</p>		<p>Clerk to the Governors Clare Townsend</p>	
				<p>Admin Officer Clare Townsend</p>	
<p>Phoenix Class – Year 6 Mrs Robinson (Reading and History/Geog/Religion) Student Teacher Miss McGrory</p>	<p>Hippogriff Class – Year 5 Mrs Beale and Mrs Dunford (Hist/Geog/Religion) TA Mrs Wilson</p>	<p>Griffin Class – Year 4 – Mrs McKee (Science/Comp/DT) TA Mrs Wells</p>	<p>Kelpie Class –Year 3 Miss Preater TA Mrs Palmer</p>	<p>Unicorn Class – Year 1/2 Miss Sharman (PE/PSHE) TA Mrs Perry</p>	
<p>Pixie Class – EYFS/Year 1 Mrs Adams TA Mrs Smith</p>	<p>Dragon – Hub 1 Miss Tofani (Art/French) TA Mrs Groves Mrs Hurcom Mrs Kirtley Mrs Tinson</p>	<p>Dragon – Hub 2 Mrs Bowater and Mrs Young (Science/Comp/DT) TA Mrs Bevan Mrs McClements Mrs Thomallari</p>	<p>Enhanced Learning Provision TA Mrs Dalgado Mr Skeates Mrs A Flack Mrs Jones</p>		<p>Ping’s Den – ELSA Miss Huggins Intervention and Speech and Language Mrs Greenslade Pastoral Support Manager Mrs Brown</p>



The Athelstan Trust

KINGS LODGE PRIMARY SCHOOL

Staffing Structure 2025-2026



Headteacher Kim Spencer <i>DSL</i> <i>CLA/PCLA</i> <i>Attendance</i>	Deputy Headteacher Amanda Woon <i>Curriculum</i> <i>DDSL</i> <i>Science</i> <i>Student/ECT Mentor</i>	Finance Officer Jayne Rickett	Pastoral Manager Kirsty Tilley ELSA Attendance
		Senior Admin Officer Louise Romain	Admin Officer Denise Tyrer

Willow Class (Y5/Y6) Lily Martin <i>UPS</i> <i>English Lead</i> Yew Class (Y5/Y6) Martha Green <i>MPS</i> Pine Class (Y5/Y6) Dan Wrixon <i>UPS</i> <i>Computing Lead</i> <i>Online Safety Lad</i>	Birch Class (Y3/Y4) Lara Carey Birch Class (Y3/Y4) Danielle Allison Kim Spencer Birch Class (Y3/Y4) Sarah Angell Katie Pope <i>Humanities Lead</i>	Larch Class (Y1/Y2) Gemma Dutton <i>UPS</i> <i>Phonics Lead</i> Amanda Woon Holly Class (Y1/Y2) Gemma Scott <i>MPS</i> <i>PE Lead (shared)</i> Elm Class (Y1/Y2) Sarah Gale <i>KSL Leader</i>	Ash Class (Reception) Evie Amos Beech Class (Reception) Sarah Cooke <i>Early Years Leader</i> <i>Music Lead</i> Louise Mungham <i>(Wednesdays)</i> <i>MPS</i> <i>RE Lead</i>	Teachers with no class responsibility Rachel Fitter <i>SENDCo</i> Evangeline Pearce <i>MPS</i>
Class TAs Amy Parker and Erin Howell Alli Howell Steph Whitfield	Class TAs Sharon Walton Cheryl Gledhill Aimee Collis	Class TAs Ruth Phippen Jackie Sett Sally Fisher and Sue Averies	Class TAs Nicole Taylor-Matthews Hayley Knight	Midday Supervisory Assistants Sue Walker Kate Baldwin Nikita Allison



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LEIGHTERTON PRIMARY SCHOOL

Staffing Structure 2025-2026



Executive Headteacher Jane Rushton <i>Assessment, DSL, Pupil Premium, Student Mentor, ECT Tutor</i>	Assistant Headteacher Gemma Holian <i>Geography, History</i>	Finance Officer/ Senior Administrator Nicola Embling	SENDCo (0.1) Tina Harris
		HR Claire Davey	Clerk to Governors Holly Bell

Ridge Class (Year 6) Victoria Ward <i>Music, English</i>	Saddlewood Class (Year 5) Gemma Holian <i>Assistant Headteacher, Geography, History</i>	Ozleworth Class (Year 4) Laura Bence <i>Mathematics</i> Jenna Walker <i>PE, Science, Forest School</i>	Haymead Class (Year 3)	Boxwell Class (Year 2) Alex Pocock <i>Art, PSHE, (Life Skills)</i> Hazel Laver <i>English, DDSL</i>	Barnhill Class (Year 1) Ellie Tetlow <i>Early Reading, Phonics, Computing, ECT Mentor</i>	Apsemore Class (Foundation) Cath Roberts <i>D&T, EYFS, RE</i>
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Class TA Jennifer Leroy <i>Mat Cover TA/LBS/HLTA</i>	Class TA Fay Brisland <i>Maternity Leave ELSA/TA/LBS</i>	OSC Assistant/ LBS Sasha Ambler		Caretaker/LBS/Breakfast and OSC Leader/ TA Dawn Stitchcombe
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