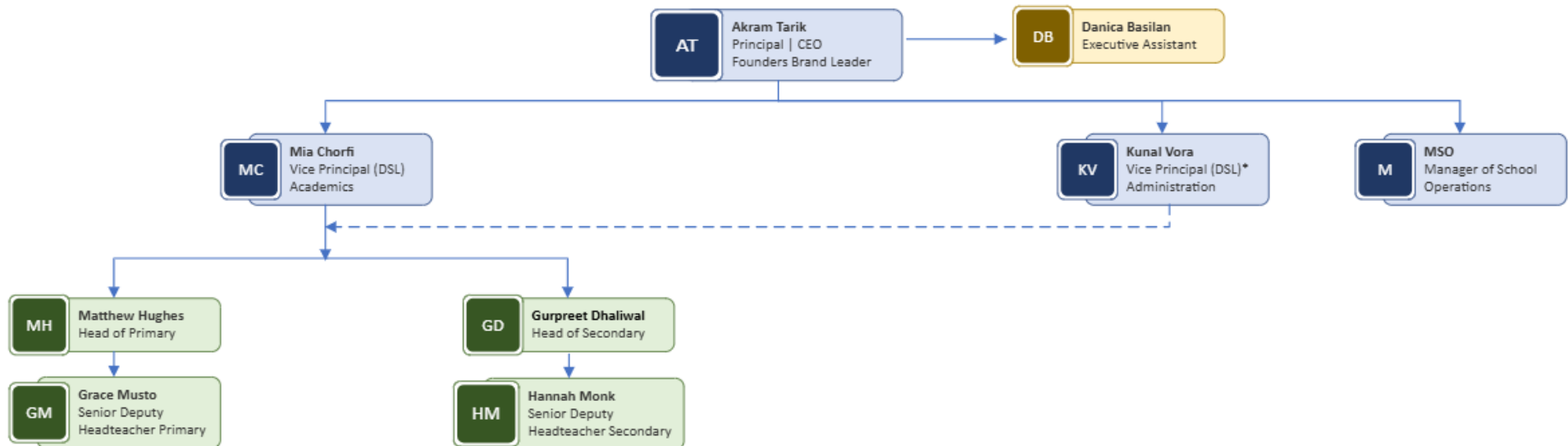


GEMS Founders School Al Mizhar Organisational Charts 2025-26

Executive Leadership Team

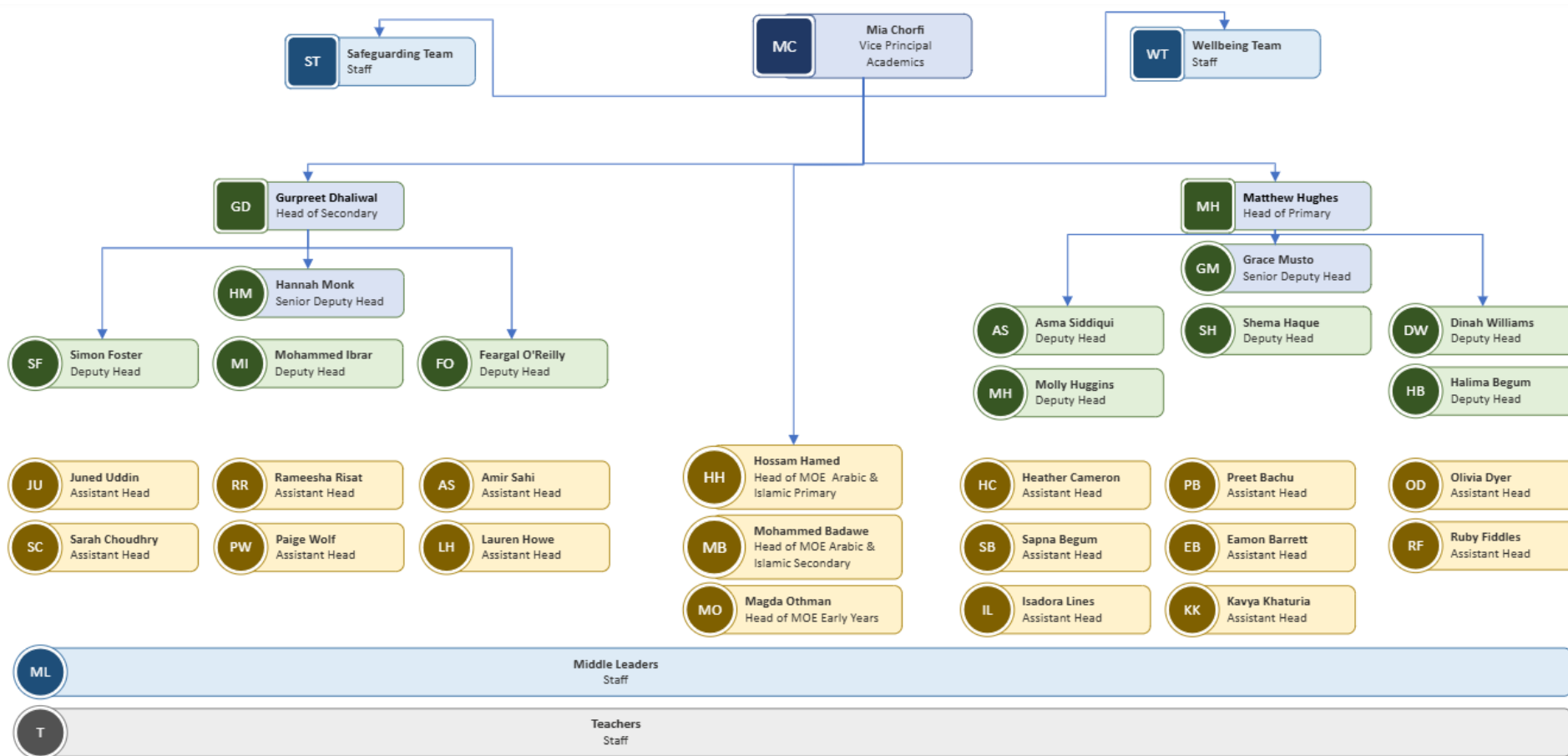
The Executive Leadership Team functions to deliver:

- **Academic Excellence** by enhancing curriculum intent, implementation, and impact in our school, determining strategies to secure marginal gains while monitoring priority actions, ensuring targeted support for rapid improvement.
- **Operational Excellence** by supporting GEMS' growth trajectory through the Recruit-Retain-Retire talent management approach, retaining students through risk-focused efforts, fostering deep customer connections with a growth mindset, and leveraging technology to amplify the operating model.



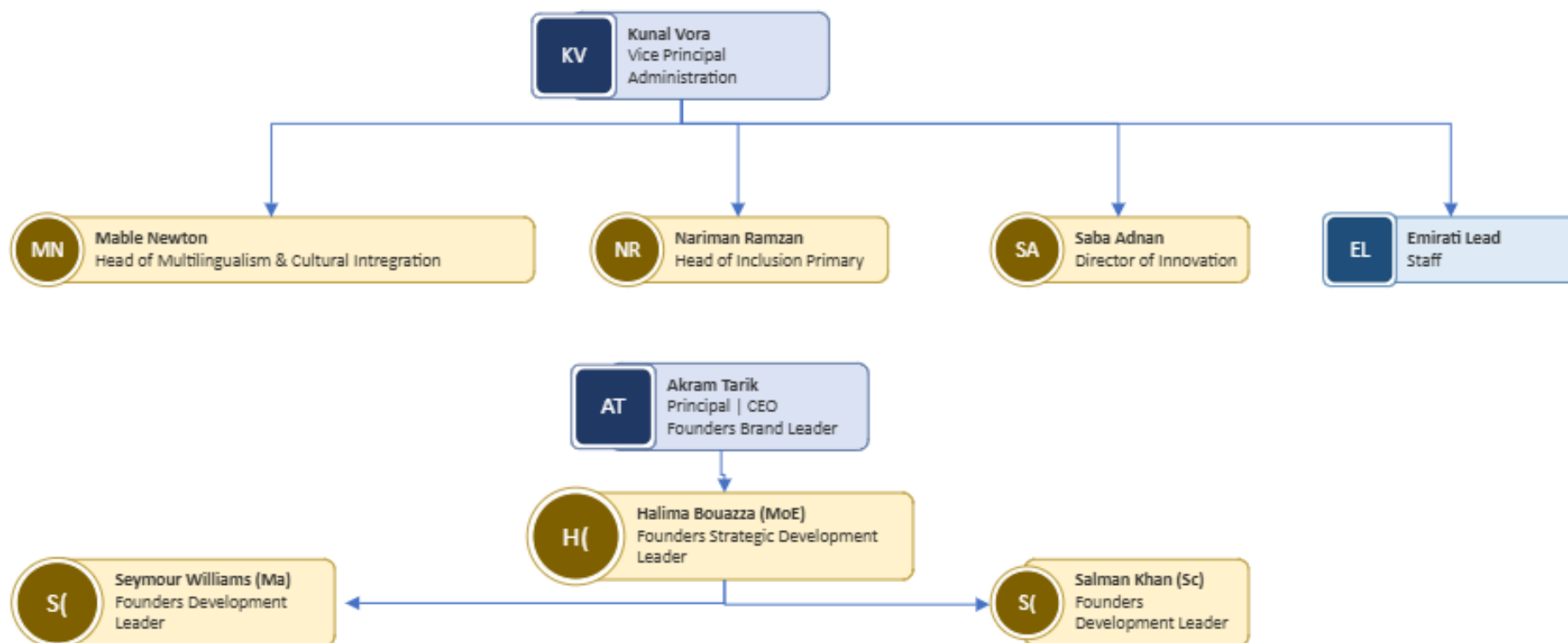
Education - Academic Excellence

As per the Delegation of Authority document, each required layer of approval must be completed before final approval can be granted, and no decision can be finalised without the necessary checks and balances, including the mandatory approval of the principal.



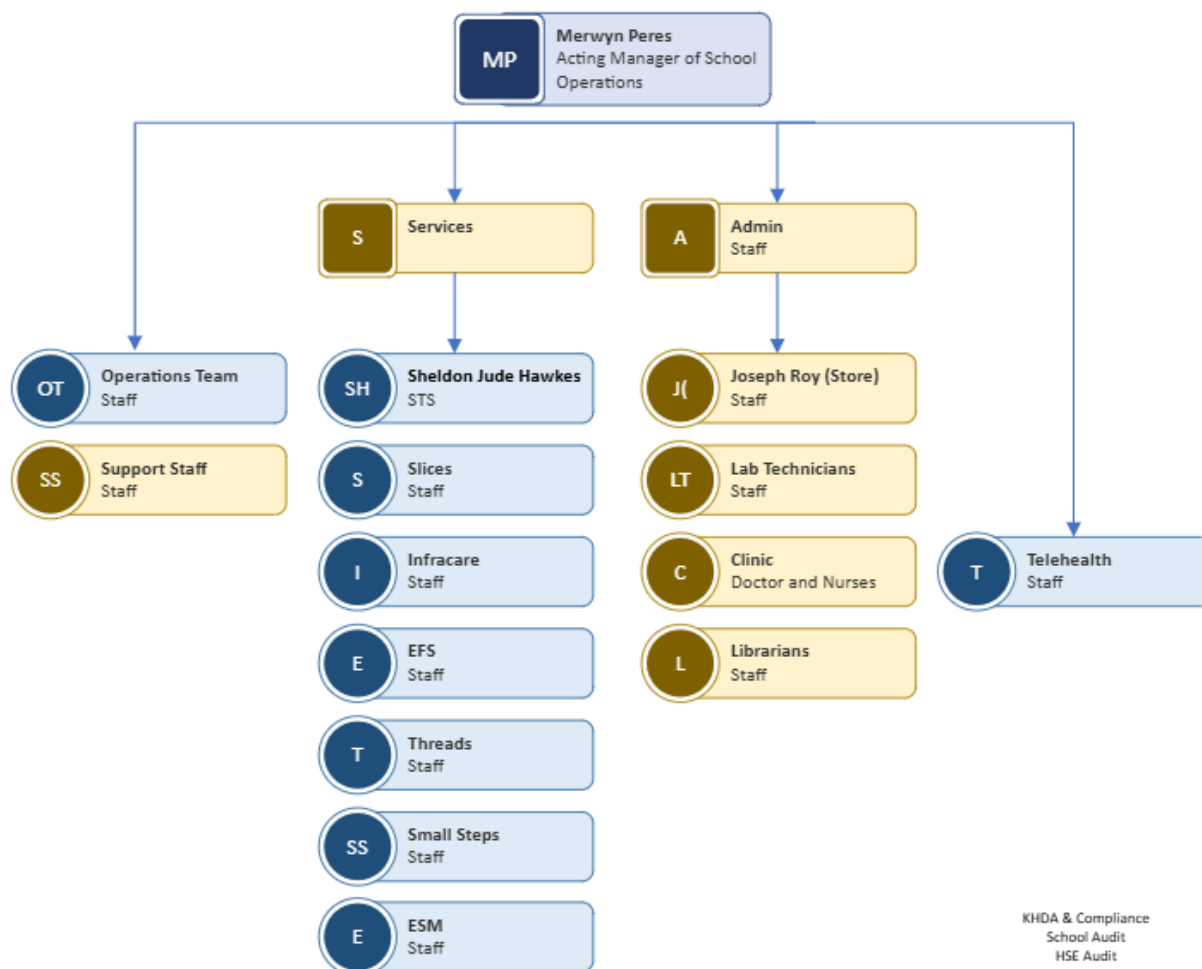
Education - Academic Excellence

As per the Delegation of Authority document, each required layer of approval must be completed before final approval can be granted, and no decision can be finalised without the necessary checks and balances, including the mandatory approval of the principal.



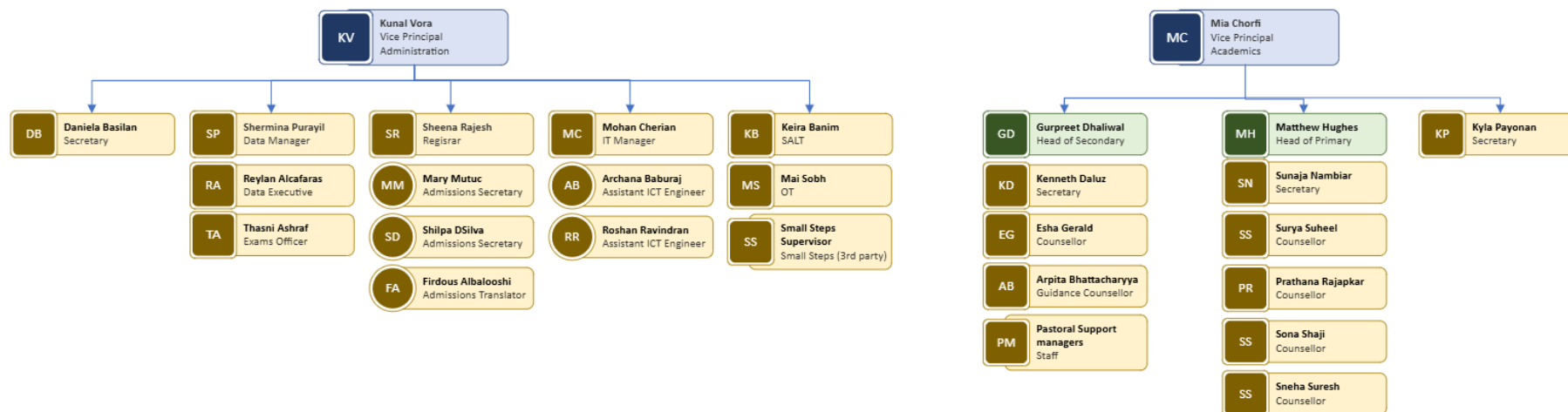
Administration – Operational Excellence

As per the Delegation of Authority document, each required layer of approval must be completed before final approval can be granted, and no decision can be finalised without the necessary checks and balances, including the mandatory approval of the principal.



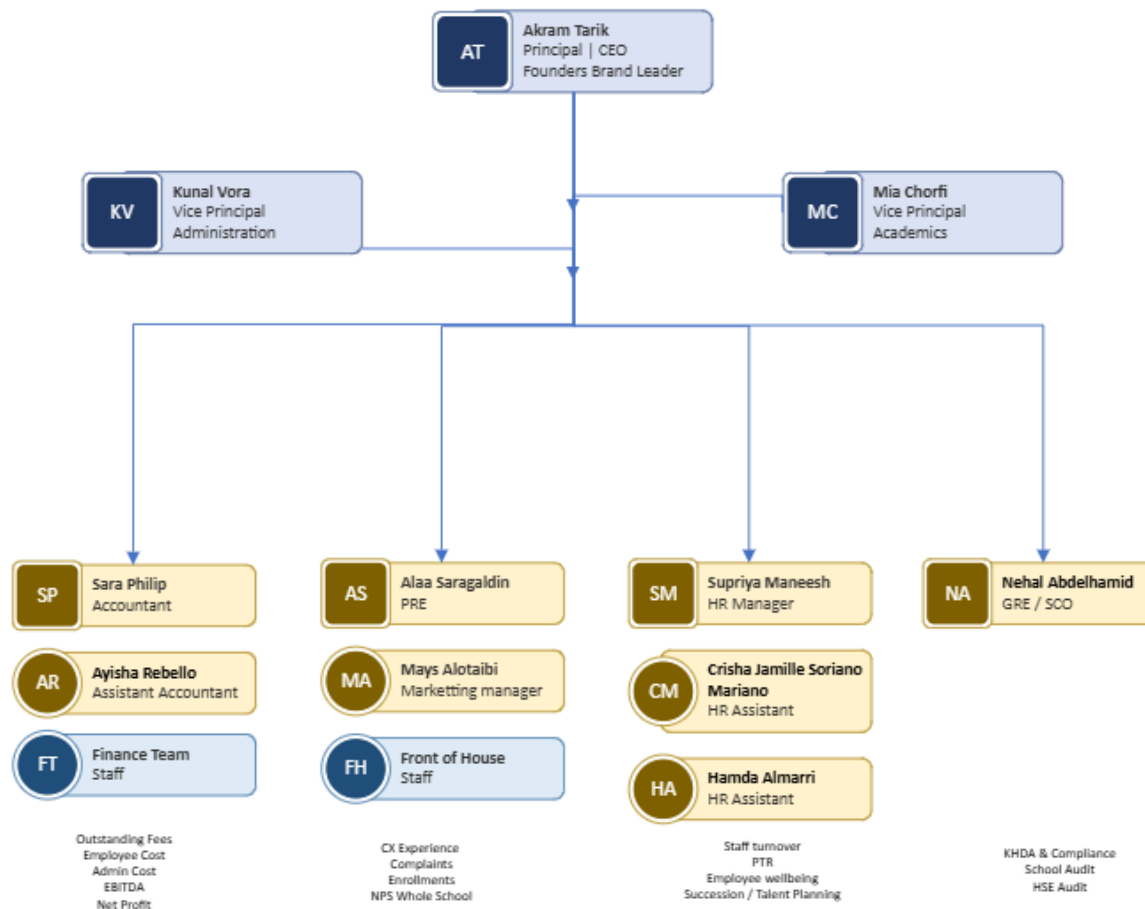
Administration – Operational Excellence

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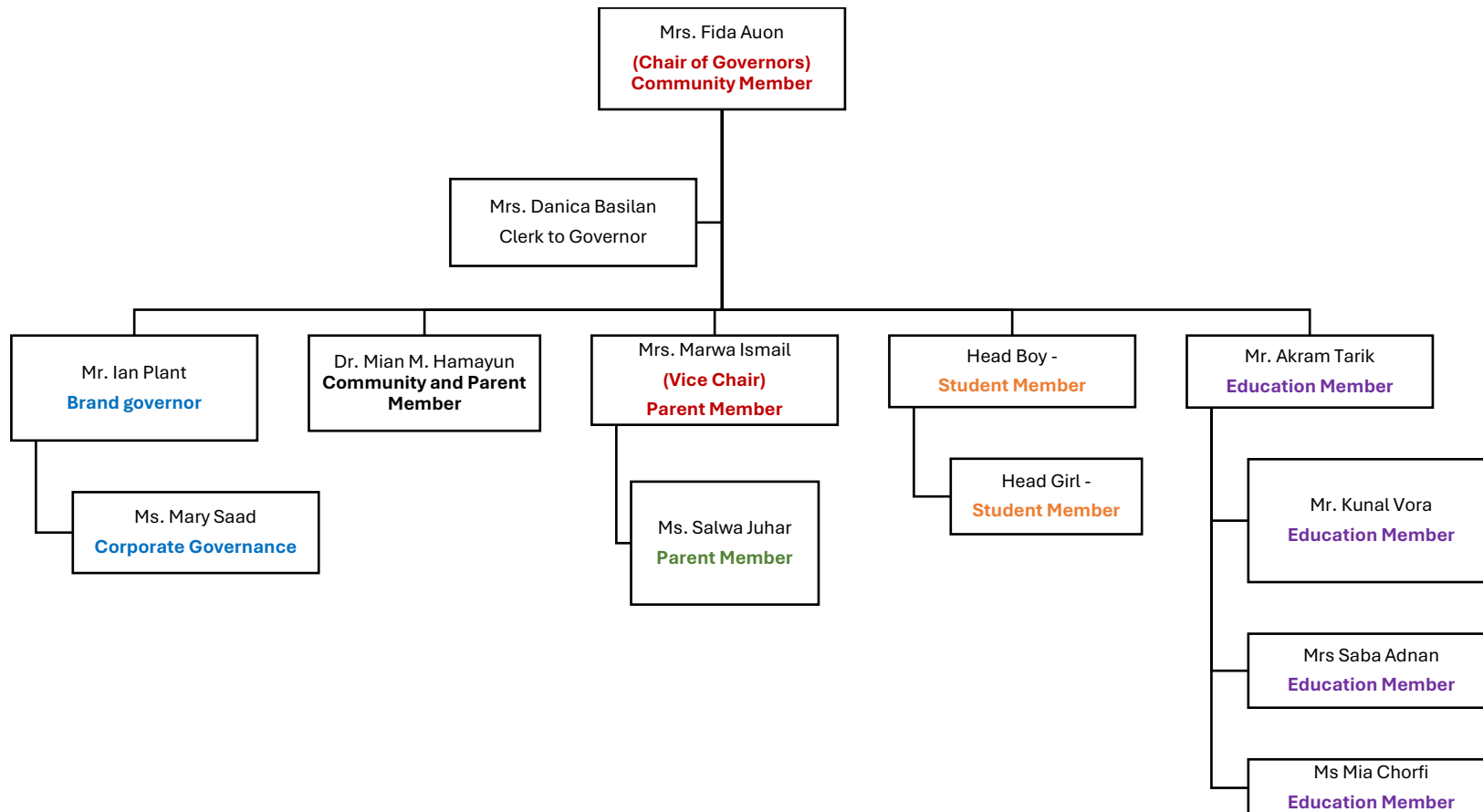


Administration – Operational Excellence

As per the Delegation of Authority document, each required layer of approval must be completed before final approval can be granted, and no decision can be finalised without the necessary checks and balances, including the mandatory approval of the principal.



Governance



Delegation of Responsibility

	Principal & MSO	Vice Principal Academics	Vice Principal Administration	Heads of School (inc Senior deputy)
Leads on	<ul style="list-style-type: none"> Founders Brand, USP, Culture (including #TheGFMWay and #TheFounders Way) Self-Evaluation oversight Leadership & Management – PS6 Human Resources Financial management Personnel & Payroll Permanent Exclusions Marketing Governance / Local Advisory Board GEMS SSC/ CO Staffing Future planning Vision Parental Engagement Community Engagement Recruitment Operations Health & Safety – PS5.1 	<ul style="list-style-type: none"> Founders Brand, USP, Culture (including #TheGFMWay and #TheFounders Way) TLAG School Development and Excellence Plans SEF writing: PS 2, 3, 5.2 Exclusions Staffing - Recruitment Appraisal and Performance Management Safeguarding Pastoral care welfare and behaviour Staff wellbeing Student wellbeing xSLT Calendar 	<ul style="list-style-type: none"> Founders Brand, USP, Culture (including #TheGFMWay and #TheFounders Way) Quality Assurance and Monitoring School Development and Excellence Plans SEF writing: PS1, 4, 5.2 Staffing - Recruitment Target setting Academic performance Admissions Emiratization Appraisal and Performance Management Inclusion Examinations IT overview xSLT Calendar External educational visits 	<ul style="list-style-type: none"> Founders Brand, USP, Culture (including #TheGFMWay and #TheFounders Way) Staffing – Recruitment TLAG Phase specific SEF and Action Plans Oversight of Performance standard 1 - 6 in Phase Teaching and learning (observation, coaching, cpd) Curriculum in Phase Quality Assurance and Monitoring Examinations (internal & external) Standards and achievement - progress and attainment Succession Planning Transition Assessment and monitoring Target setting
Procedure	<ul style="list-style-type: none"> Day to day management Communication – External Newsletter(s) Staff communication KHDA/ MOE communication 	<ul style="list-style-type: none"> KHDA/ MOE communication Pastoral care & welfare plans ECAs Safeguarding 	<ul style="list-style-type: none"> KHDA/ MOE communication Whole School Calendar Timetable Duty rota External Agencies Teacher Absence Cover 	<ul style="list-style-type: none"> Exam results Departmental Self-evaluation Departmental action plans Performance Management Graduation' Day Curriculum outlines Parent Ambassadors Parent Engagement and events Work scrutiny schedule Curriculum outlines Emirati Students Assemblies Pastoral care
SEF	<ul style="list-style-type: none"> PS5.1 PS6 	<ul style="list-style-type: none"> KG Arabic Wellbeing PS2, 3, 5.2, 6 	<ul style="list-style-type: none"> Inclusion NAP Data and Assessment Pages PS1, 4, 5.2, 6 	<ul style="list-style-type: none"> Input into all PS