



20/12/2018

### Staffing update

Dear Parents and Carers,

As we come to Mrs Homer's retirement on Friday, the Governing Board would like again to express our gratitude for the enormously committed service that she has given the school. We are so pleased that she will retire from school at the point where amongst many encouraging matters, three things in particular stand out. Firstly, that the school has an Ofsted report under her lead, which reflects so much of what we most want the school to be; secondly, that our tracking of data across school shows such excellent results right across the age range with an improving consistency and quality throughout and thirdly that, despite extremely challenging financial circumstances, the school is operating well and has a potential path forward that we think will prove to offer great advantage to our children and staff.

I am delighted to let you know that the Governing Board have appointed Miss McCoy as Headteacher and Mrs Simmons and Mrs James as Assistant Heads for lower and upper school for the next two terms. They will lead us through the path forward seeking to build on and extend all that Mrs Homer and Miss McCoy have been putting in place this term. We are confident this new leadership team will do an excellent job for the school. As you know, not only the leadership team, but also the school as a whole, will be receiving support from Simon Bramwell OBE, CEO of Vantage Multi-Academy Trust (MAT), along with his team. We very much welcome their involvement. It may be that this leads on to St Hilda's joining their MAT, but even if either party judge that is not the right course, they have so much to offer us and we are excited to see the developments that will flow from this relationship coming into school. At the same time our own staff have much to offer as we are not in a weak position at all and we feel the relationship will be mutually beneficial and give our staff experiences and opportunities that they can relish.

As part of making adjustments for the new leadership arrangements, we have looked at how to release additional leadership time for the new school leaders that is currently in class. Miss Clare has agreed to help with this by teaching Year 3/4 full time so that Mr Mooney can use his teaching skill across school. This will improve consistency for Year 3/4 and use Mr Mooney's time to greater effect as well. Best use of staffing will remain under constant review as we look at how the other schools in the Multi Academy Trust work to achieve consistency and strong results. Miss McCoy has visited their schools already and saw things we can take on board with regard to both time usage and curriculum implementation, and this is only an initial cursory consideration before more in-depth work with their team next term. So we anticipate you will see some welcome developments over the next two terms and we will keep you informed as we go and will be happy to talk more about these matters when we have a parents' forum next term.

We hope you have a wonderful break over the Christmas period and can enjoy some well spent time with family and friends in a relaxed way.

God bless,

The Governing Board