

NR/LH

10 May 2024

Dear parents and carers,

**Information regarding restructure of leadership team**

I felt it was important to write to you and let you know about some significant staffing changes that will happen over the summer due to a number of coinciding events.

We are undergoing a restructure of our leadership team in order to meet the ever-changing needs of the students that attend James Calvert Spence College, and challenges faced in our wider community. Given that we are transitioning from a 9-18 into an 11-18 secondary school by September of next year, now seems like the perfect time to put structures in place that we can be confident will be appropriate for our school moving forward.

As a result, one of the main changes we will implement from September is to no longer have a 'Head of School' - a role linked to the days of a split-site JCSC. Instead, we will have a Deputy Headteacher who will perform very similar tasks and be a key figure in both the strategic direction and operational running of the school.

Additionally, we have further increased our leadership capacity by creating some new roles. We are currently recruiting nationally for an additional Assistant Headteacher, Head of Behaviour and Pastoral, and Second in Humanities & Modern Foreign Languages. These new positions will further enhance our ability to deliver high quality education to all students. Key to the wider development of our students will be the appointment to another new post - Leader of Personal Development & Character Education. Once we have completed the recruitment process we will share information about the successful appointments.

Whilst a restructure is not something we do regularly, the end of an academic year always brings changes to our staff team as colleagues inevitably choose to retire, or to move on to pastures new – and this summer, that includes me. After the best part of nine amazing years at JCSC I've decided the time is right for me to pass on the baton and I am moving to a school in Gateshead from September. It's not been an easy decision, but I think now is a good time for me to take on a fresh challenge and it's also a good time for the school to have a new headteacher.

Governors met last night and discussed the recruitment process for my replacement; they will ensure that your children's education is in excellent hands. I am confident that the post of headteacher at JCSC will attract a very competitive field – whoever my replacement is will take over a good school with superb students and amazing staff team, moving into an exciting new phase with a new building.

I understand that you may have questions or concerns about these changes for the new academic year but I can assure you that, come September, the school will be in a stronger position than ever before. Should you wish to discuss anything further, please contact Louisa Hedley [lhedley01@jcsc.co.uk](mailto:lhedley01@jcsc.co.uk).

Best Wishes



Mr Neil Rodgers

Executive Headteacher