

DJK/frc  
27 June 2017

Dear Parent(s) / Carer(s)

### **The Future Organisation of the Trust**

I am writing to inform you of some changes to the structure and personnel of The Hoddesdon School Trust, of which The John Warner School is a part.

On 1<sup>st</sup> September 2016 we formed a Multi-Academy Trust (MAT) composed of ourselves, The Cranbourne Primary School and Roselands Primary School. Many other schools have joined MATs and it has been a great success from our point of view. We have had numerous projects involving the primary and the secondary phases in science, languages, sport and a whole host of activities both for children and their teachers. We have all gained considerably from working together and in this modern educational landscape the MAT provides us with opportunities to grow, develop and improve the quality of education, despite the prevailing economic climate. We seek to offer a first rate education to all the schools in the Trust.

This new organisation is complex and has evolved over the last year and it is felt by the Trustees and all of the Headteachers that some further rationalisation of roles needs to take place in order to gain maximum advantage for all of the students.

To that end, with effect from the 27<sup>th</sup> June 2017, some organisational changes will come into operation. I will remain Chief Executive Officer and Executive Headteacher of The Hoddesdon School Trust and shall continue to be based at and thoroughly involved in The John Warner School. My colleagues Mr Dave Allman and Mr Jeremy Scott will change their roles to become Co-Headteachers of The John Warner School, dealing with all aspects of the day-to-day running of The John Warner School and its position within The Hoddesdon School Trust. The post of Deputy Headteacher is discontinued.

I will continue to exercise executive oversight of all three schools within the Trust. The Trust now numbers more than 250 staff and around 2,300 children, and in order to fulfil my duties effectively, I have delegated all of the day-to-day running of The John Warner School to Mr Allman and Mr Scott as Co-Headteachers.

For information, as part of the restructuring undertaken as the Trust has evolved, Mr Allman will also assume the roles of Chief Financial Officer and Deputy Chief Executive Officer for the Trust. This arrangement will allow us to achieve economies of scale and greater integration within the Trust as we move forward.

We have worked together with the Headteachers of The Cranbourne and Roselands Schools over the last year to create a strong team that is giving a high level of teaching direction to the Trust's activities. It is felt that this change will immensely strengthen the Trust and provide further development opportunities in the years to come, as well as meeting the complex challenges we now face.

The vast majority of you will know Mr Allman and Mr Scott in their roles as Deputy Headteachers. I outline below a brief biography of them both so that you can see the depth and breadth of experience they bring to their new roles:

*Mr Allman, BSc, MA, NPQH, was educated at the Universities of York, Bristol and Leicester. Mr Allman has wide experience in teaching mathematics including headship of two highly successful mathematics faculties. He is the author of five text books and has served successfully at the John Warner School as Deputy Headteacher since 2004. In addition to his roles within the school, he is a tutor for the MSc in Educational Leadership at the University of Leicester and has had extensive experience in working in other schools as a senior leader and former Chair of Governors. He brings a wealth of experience, including a detailed knowledge of the new educational landscape having been the principal architect of our Trust.*

*Mr Scott, BA, MA, NPQH, was educated at the Universities of Wales, Exeter and Leicester. Mr Scott has taught history for many years and has served as the Head of Humanities Faculty and Head of Sixth Form. He has wide experience within our school having served as Deputy Headteacher since 2007. He has successfully led the pastoral system and has been involved in training colleagues within the John Warner School, our Trust and other schools in innovative teaching practices, leadership and management and safeguarding. He has been a regular speaker at national conferences and has extensive responsibilities within the Trust.*

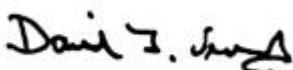
I am confident that after careful deliberation by the Trustees and my fellow Headteachers that this new structure will provide the best possible framework to secure the future of The John Warner School and the Trust.

We are a family of schools with distinct traditions, but together we are stronger and more able to enrich the lives of our students.

I wished to inform you of this change so that parents can be assured that the Trust has deeply considered what is best for the schools and has purposefully set out a vision for success in the future.

I know you will join with me in supporting Mr Allman and Mr Scott in their new and exciting roles.

Yours faithfully



**David J Kennedy**  
Chief Executive Officer and Executive Headteacher