



**Lord Deramore's  
Primary School**



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Wednesday 26th May 2021

## **RE: Staffing Developments**

Dear parents and carers,

I wanted to notify you all as soon as I have been able, regarding some important staffing developments.

### **Mrs King**

I have some incredibly sad news to share with you all! After over 23 years of dedication to Lord Deramore's, our wonderful Mrs King has indicated her intention to retire early at the end of this academic year. Jane has been an invaluable member of our staff team over the years, making a significant difference to hundreds of children's lives. We will certainly be making sure that Jane's sterling service is celebrated and honoured in true Lord Deramore's style when she leaves us in July!



### **Miss Havercroft and Mrs Matravers**

I am pleased to confirm that Miss Emma Havercroft and Mrs Julika Matravers have been successfully appointed to the staff team as classroom Teaching Assistants. Both of them will be working across Phase 3 next year, supporting teaching and learning in Years 4-6 alongside Mrs Lee. Miss Havercroft has also been appointed as a cover specialist from September, teaching Phase 3 children weekly dance lessons as part of our PE and creative arts curriculum.

### **Leadership changes**

Mr Mark Richards has made a request to the governors to relinquish his Phase Leadership responsibilities. We are indebted to Mark for his outstanding work on the Leadership Team since being persuaded to take on the role (initially temporarily) following the departure of the school's Deputy Headteacher, Penny Gardonyi, in 2016.

Because of this, some internal recruitment and interviews have taken place following a review of the school's leadership structure.

I am pleased to inform you all that Mrs Julia Jones will be joining the SLT (Senior Leadership Team) as a Phase Leader in September.

In addition, Mrs Rachel Carr has been promoted to the role of *Assistant Headteacher* from next year – an internally advertised position created by the governing body to add further leadership capacity within our school. Congratulations to both of them!

### Next academic year – staffing deployment

Towards the end of the summer term, headteachers and governing bodies start consulting with staff about deployment for the forthcoming academic year. When discussing and formulating these plans, a range of different variables come into play:

- Resignations / Relocations / Departures
- Phase Leadership requirements
- Teacher requests to move year group
- Specific cohort needs

Pupil and parental preferences do not play a part in these annual operational decisions and – unfortunately – schools cannot please absolutely everybody, every time.

Due to changes in phase leadership, some changes are planned for next September. We envisage 2021/22 deployment to be as follows:

| Year Group  | Class Teacher(s)   | Support Staff<br>(exc. SEND team)                  |
|---|--|--|
| <b>PHASE 1</b><br>Phase Leader: Julia Jones                       |  |  |
| Early Years   | Adam Sharpe  | Ann Bradley<br>Rebecca Maddock                     |
| Year 1  | Julia Jones and Alison Gulliver<br>(each alternate 2/3 days) |  |
| <b>PHASE 2</b><br>Phase Leaders: Suzie McKenna and Mary McCormack |  |  |
| Year 2  | Suzie McKenna (3 days) and<br>Mary McCormack (2 days)        | Debbie Graham<br>Sarah Pierotti                    |
| Year 3  | Mark Richards  |  |
| <b>PHASE 3</b><br>Phase Leader/Assistant Headteacher: Rachel Carr |  |  |
| Year 4  | Rachel Carr  | Annette Lee<br>Emma Havercroft<br>Julika Matravers |
| Year 5  | Lydia Harrison   |  |
| Year 6  | Helen Smith  |  |

A notable move has been a swap between Mrs Carr and Mr Sharpe. Mrs Carr has previously taught Year 4 and Year 6 at Lord Deramore's and had indicated a desire to extend her leadership experience by moving into a different phase. In addition, Mr Sharpe wanted to extend his professional development by teaching in an area he has grown increasingly interested in – Early Years.

## **Transition**

Further information about our usual transition arrangements will be sent out shortly. These 'transition mornings' are provisionally pencilled in for Wednesday 21<sup>st</sup> and Thursday 22<sup>nd</sup> July.

For families with new starters in Early Years this September, an introductory meeting is being held on Monday 7<sup>th</sup> June, details of which have been sent to you.

We break up for the May half term tomorrow at 3.15pm. On behalf of the entire staff team, may I take this opportunity to thank you for your continued support and to wish you all a happy and enjoyable week together.

Best wishes,



James Rourke  
Headteacher