

Thursday 20th July 2017

Dear Parents,

You will all know our Acting Head, Mr Hall, extremely well and you will know of his love for the school community – its pupils, parents and staff – which he has demonstrated so well as Deputy Head for a number of years. Therefore, in January this year, when he was appointed as Acting Head for 2 terms, whilst the possibility of a collaboration between St Thomas' and The Kings was considered, he was overjoyed to be given the opportunity to serve in that capacity. Equally, when in April it was agreed to proceed with the collaboration, initially for a 12 month trial period from September 2017, he was delighted to be appointed Head of School for the duration of that period.

I have to say at this point, that it remains Mr Hall's desire to be Head of School for the next academic year at least.

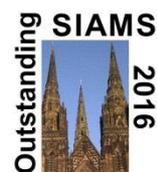
However, over the last 2 terms and particularly over the last term Mr Hall has realised that the gap between serving as a Deputy Head and then moving into the role of a Head Teacher is significant.

A few days ago, Mr Hall approached me to express concerns which had been building over the last few months that his lack of experience in a headship role left him feeling unable to achieve his strategic objectives.

He confirmed his desire to be Head of School but asked if governors could provide assistance by way of mentoring and professional development to give him the opportunity to acquire the skills he needs.

Therefore, in order to enable Mr Hall and St Thomas' School to move forward in a positive way for the next academic year and after discussions with Mrs Verow, who is of course Executive Head with effect from September 2017, the following has been agreed that:

1. For the immediate future and until such time as Mr Hall can confidently resume the reins of Head of School for himself, that Mrs Louise Toach, the Senior Deputy Head at The King's (who has already been involved with St Thomas' in preparation for 1st September), be appointed as **Associate Head** at St Thomas' to work alongside Mr Hall.
2. Mrs Toach would be the principal point of contact at the school for staff and parents.



3. Mrs Toach would spend approximately half her time at St. Thomas' mentoring and supporting Mr Hall.
4. This arrangement would be under ongoing review by the Senior Leadership Teams and governors of both schools and would be for a minimum of 1 term.
5. Apart from the additional position of Associate Head, the schools staffing structure remains unchanged.

Finally, I would want to say that the governors have the utmost respect for Mr Hall and are grateful for his own honesty in seeking additional help and support, which we are anxious to provide for him. We are equally grateful to Mrs Verow and Mrs Toach who have been prepared to offer such a high level of support.

Yours sincerely,

David C. Shemilt

David Shemilt
Chair of Governors

