

## OXFORDSHIRE COUNTY COUNCIL



St Kenelm's Primary School  
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Headteacher: Mr R.G. Alder BSc

09 February 2017

Dear Parents,

As confirmed by Mr Alder's letter to you all, after more than 30 years as headteacher of St. Kenelm's School, he has decided to retire at the end of this Summer term 2017. The governors and staff are extremely grateful for his excellent leadership throughout his years at the school and for making it the very special place it is today. He has created a fun environment in which children learn well and their good behaviour is noticed and commented on by everyone who visits the school. He has appointed and retained a highly effective and dedicated team around him and under his guidance they provide amazing provision for the children. Under Mr Alder's leadership, the school has consistently achieved a high rating from Ofsted. For this, and for so many other reasons, the governors will always be grateful to him.

In view of Mr. Alder's retirement, the governors are keen to maintain the strong leadership and retain the experienced team already in place. It is becoming increasingly difficult to recruit headteachers for small, village schools and, where heads are recruited, they are likely to be new to the job and lack leadership experience. In order to secure an experienced head with a proven track record, the governors have decided to enter into a Management Partnership with Clanfield Primary School from the start of the Summer term 2017. This will enable a handover period before Mr Alder's departure at the end of this term. The school governors have known for some time of Mr. Alder's plan to retire this Summer and have been proactive behind the scenes to ensure that a stable and exciting future is secured for the school. Mr. Smith, Headteacher at Clanfield for 5 years, has extensive experience, is Ofsted trained and has recently guided Clanfield Primary School through a very successful inspection. He is looking for future development and challenges and is excited at the prospect of further improving the provision for children in both schools through joint collaboration. Although both schools will maintain their own individuality and independence, there will be greater pool of expertise and support from which children and staff in both schools will benefit.

St. Kenelm's and Clanfield School have collaborated on many ventures over the past few years. The children have enjoyed shared sporting events and trips and staff have shared knowledge and experience across the curriculum. There are many administrative links where the schools have secured better services for their respective schools by joining together, as well as numerous examples of where good practice has been implemented. More recently, the school kitchen at St. Kenelm's provided school meals for Clanfield until they had their own kitchen.

The Summer term will provide a valuable and exciting opportunity for a thorough and successful handover, where Mr. Alder and Mr. Smith can work closely together to ensure a smooth transition for both schools. Mr. Smith will then become Executive Head of both schools from September 2017.

We do hope you will join with the governors in thanking Mr. Alder for the positive legacy he leaves behind and in wishing him a long and happy retirement. All the governors would want to put on record their deepest thanks to Mr Alder for his outstanding leadership which leaves us all in a strong place from which to move forward. We would also like to take this opportunity to welcome Mr. Smith as he steers the schools into its next exciting chapter.

Overleaf are some answers to some questions you may have at this stage.

**Sarah La Porte-Jones | Chair of Governors | St Kenelm's School**



## Some Answers to Questions you may have...

- A Management Partnership is not an Academy. There are no plans for St Kenelm's to become an Academy now or in the immediate future.
- In a Management Partnership both schools retain their own identity. There will therefore be no change to St Kenelm's school name or uniform.
- All staff at St Kenelm's remain unchanged, with the two senior teachers, Mrs. McConville Head of Key Stage 1 (Reception/Year 1/ Year 2) and Mrs. Souch Head of Key Stage 2 (Year 3 to Year 6), dealing with any issues to do with children or curriculum on the days when Mr. Smith is not on site.
- Mrs. Clapham, School Business Manager, will continue to be responsible for the day to day running of the school.
- Mr. Alder's current teaching hours in Class 3 will be covered by our existing staff at St Kenelm's.
- Our new Executive Head will split his time evenly between St Kenelm's and Clanfield from September 2017.
- Appointments to see Mr. Smith will follow the standard procedure of requesting an appointment i.e. being given an appointment within 5 school days from request.
- Mr. Smith will be at St Kenelm's school for one day a week during the summer term for Mr. Alder's handover period and to introduce himself to pupils and parents.
- Mr. Smith will officially be in post after the summer holidays.
- Mr. Smith has strong ties to Minster Lovell; his grandfather is Tom Smith, who was a Parish Councillor for many years.

