



Roman Catholic Diocese of Middlesbrough
In partnership with North Yorkshire County Council
ALL SAINTS ROMAN CATHOLIC PRIMARY SCHOOL
GREEN LANE EAST
THIRSK
YO7 1NB

Executive Head Teacher: Mary Cobbold **Head of School: Brigid Johnstone**
Telephone: 01845 523058
E-mail: admin@allsaints.n-yorks.sch.uk

27th April 2018

Dear Parents,

I am writing this letter to update you on the efforts of the Governors, Diocese, and Local Authority on the search for a new leader for our school.

Following two unsuccessful attempts to advertise and appoint a new Head Teacher for our school, the governing body, supported by the Diocese of Middlesbrough and North Yorkshire County Council, have reviewed all options available to us as a school and we have done so looking at the wider circumstances and needs of All Saints.

Our review recognised that a number of smaller rural schools similar to All Saints RC Primary who have experienced difficulty in recruiting a new Head Teacher have instead sought to appoint a permanent 'Executive Headteacher' shared across both their own school and another similar school within the local area.

This approach has the potential to increase the attractiveness of the role on offer, possibly interesting a broader field of current Head Teachers who may be looking to further develop their leadership skills. In the Diocese of Middlesbrough such arrangements already successfully operate in Pickering, Malton, Ampleforth, Market Weighton, Pocklington, Bridlington, Scarborough, Thornaby and Middlesbrough.

In addition to securing strong and certain leadership of our school, this structure allows us to share the costs of the Executive Headteacher post with a collaborating school. This is very beneficial for small schools like All Saints during these particularly challenging financial times.

As a Catholic school an Executive Headteacher would also be a practising Catholic and, ideally, we would seek to share an Executive Headteacher with another Diocesan school that is local to All Saints.

We, as Governors, have held joint discussions with Sacred Heart RC Primary School in Northallerton to explore whether it might be possible to secure shared Executive Leadership arrangements across our two schools.

During our discussions the Headteacher at Sacred Heart RC Primary Northallerton has also left their post. This allows our two schools to jointly advertise for an Executive Headteacher to lead both schools.

Therefore, I am extremely pleased to inform you of this exciting new opportunity to collaborate with Sacred Heart Roman Catholic Primary School in Northallerton. This school is similar to our own in size and student numbers. The short distance between the schools may also provide synergies across our two schools.

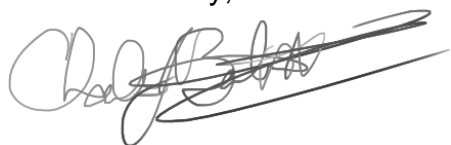
The collaboration between our two schools will formalise the agreement to share an Executive Headteacher as a full-time leader of both schools across the week.

The Governing Bodies of All Saints RC Primary Thirsk and Sacred Heart RC Primary Northallerton have agreed to advertise a post for Executive Headteacher across both schools which we hope to interview for within the coming weeks and appoint someone to this position from September 2018.

In what has clearly been a challenging time for the governing body we remain very grateful for the continued support of our parents and carers and the hard work and dedication of our staff and pupils. I do hope you understand and support the proposed recruitment plan. I will keep you regularly updated as our leadership recruitment plans move forward and will prepare a session to speak to parents about this collaboration in the next few weeks.

In the meantime, if you have any concerns or questions, please do not hesitate to contact me, Mary Cobbold or Brigid Johnstone.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Charles Barton', with a long horizontal flourish extending to the right.

Charles Barton

Chair of the Board of Governors
All Saints Roman Catholic Primary School