

11 June 2024

Dear Parents and Carers,

As we approach the end of the school year, we would like to let you know of the events planned for the next half term.

Friday 21st June	Year 13 Graduation Celebration, 4pm
Monday 24th June	Year 6 Transition Day
Monday 24th - Tuesday 25th June	Year 10 English and Maths mock exam assessments
Wednesday 26th June	Year 10 Speaking Mocks (French/Spanish) begin
Friday 28th June	Teacher Training Day - school closed to students / Year 11 Prom
Monday 1st July	Year 10 Villiers' Park Residential in Bristol
Thursday 4th July	Year 11 Post-16 Transition Day
Friday 5th July	Year 13 Prom
Monday 8th July - Friday 12th July	Year 10 Work Experience Week
Thursday 11th July	NLT Star Awards at St James' Park 4-7.30pm
Wednesday 17th July	Sports Day
Thursday 18th July	Summer Reward / Activity Day
Friday 19th July	Last day of term. Students finish at 12.15pm.

Staffing Update

We have also recently reorganised our pastoral team structure; the following changes will therefore be applicable from September. We have some staff leaving at the end of term, hence also the need for some of these changes. Please see the FAQs at the end of the letter explaining the reason for these changes in greater detail. As always, our primary goal at LHS is to create a safe and supportive environment for your child's academic and personal growth, and we are confident that these staffing changes will contribute positively to achieving that goal.

	Years 7-8	Years 9-10	Years 11-13
Associate Assistant Headteacher	Kat Lambert	Nicola McPherson	Abby Potts
Year Leader	Mark Wilkinson	Danny Harold	Emily Doucet
Pastoral Managers	Gemma Richardson (Y7) Year 8 - TBC	Louise Gardner (Y9) Kay Clark (Y10)	Debbie Aikman (Y11) Year 12-13 TBC

Yours faithfully



Kelly Holbrook
Headteacher

Staffing changes - FAQs

What has changed?

We have reorganised our pastoral team into sub groups in recognition of the key challenges at each phase of a child's journey through school:

- Years 7-8 are primarily about the transition to secondary, supporting undiagnosed SEND and learning needs and learning to become part of our school community.
- Years 9-10 are about the transition to GCSEs and making clear career plans to take students right through to 18 and beyond.
- Years 11-13 are exam heavy years where students face different pressures relating to assessment and the transition to post-16 options.

We have also added to our wider Inclusion Team with the addition of an AP Lead (alternative provision) who will support students who are struggling to access a full mainstream curriculum.

Each sub group has:

- An **Associate Assistant Headteacher** to act as the strategic lead for these year groups. They will focus on raising achievement and whole school outcomes. As part of the extended leadership team they will also be the overall DSL (designated safeguarding lead) for those year groups.
- A **Year Leader** responsible for the standards and outcomes for those students. They will lead tutors, year group assemblies, the team ethos and culture (including homework and home learning), rewards systems, timetable issues/options issues etc. The Year Leader will coordinate comms from parents to colleagues (eg subject staff) and meet with parents to deal with more complex cases.
- A **Pastoral Manager** to meet the day to day needs of students (uniform, mental health, friendship issues etc). Pastoral Managers will meet parents in the first instance to support families when required.

Why have you changed the structure?

- We want pastoral capacity to be commensurate with the level of demand but not kept separate from academic progress. For example our heads of core subjects will be working more closely alongside the Y11-13 pastoral staff to work more effectively on improving outcomes.
- We want to ensure that the Behaviour & Attitudes RI grading from June 2022 is Good or better for the next Ofsted inspection window by increasing capacity to focus on attendance and punctuality.



- We want to keep expertise in various phases of Y7-11 by keeping some posts fixed rather than moving through a Y7-11 cycle. We have very good staff within the pastoral team already who we want to retain by providing further leadership and progression opportunities and future succession planning, giving staff more opportunity to be strategic and develop leadership expertise.
- We want to bring Y11 closer to 6th form and build a more effective bridge between KS4 and 5 by bringing Year 11 into the 11-13 sub group.
- The planning for alternative provision/a separate SEMH base (within the existing Melrose space, being vacated by Southlands at the end of June 2024), will require some staffing changes and some additional staffing that fits within our whole school Inclusion Team. This will not be an ARP but an extension of our own internal behaviour/SEND support and we need to consider how this will be led.

Will my child be supported as well as they are now?

We believe so; in fact we think they will be better supported. There will be 3 members of staff (AHT, Year Leader, Pastoral Manager) collectively responsible for your child's progress and welfare. This is in addition to a 4th member of staff - your child's form tutor - who is a daily point of contact. We are also adding additional support into Y12-13 with the new Guidance Manager role and into SEMH (social and emotional/mental health) needs with the appointment of a new AP Lead.