



14th October 2026

Retirement of Three Counties Academy Trust CEO

Dear Staff, Pupils and Parents/Carers,

I am writing to let you know that I will retire from my role as CEO of Three Counties Academy Trust at the end of the 2026/27 academic year, with my final day in post being 31 August 2027.

This is, inevitably, a decision accompanied by very mixed emotions. Queen Elizabeth High School has been at the heart of my professional life since I became Headteacher in September 2014. I arrived at a school with considerable challenges, but also one with enormous potential, a strong sense of place and a community that cared so very deeply about its secondary school.

Over the years that followed, I have had the privilege of working alongside remarkable colleagues, pupils, parents, governors, Trustees and members of the wider Bromyard community. Together, we have seen QE move forward, establish greater stability and confidence, and become the foundation upon which a much wider educational partnership has subsequently been built. Much of what was achieved would not have been had it not been for the dedication and commitment of my QE SLT, Mrs. Wiles, Mrs. Lane, Mr. Lowe-Werrell and of course your current Headteacher Mr. Seneque. I am so very thankful for all they contributed and their friendship.

I am particularly proud that, throughout that journey, QE has remained a genuinely local school. It is the secondary school for Bromyard and its surrounding rural communities, and that relationship has always mattered greatly to me. Schools are about far more than examination results or inspection judgements. They are about people, relationships, opportunity and belonging. I have been extraordinarily fortunate to see generations of young people pass through QE, grow in confidence and ambition, and go on to make their own contribution to the world beyond school.

My role has changed considerably since 2014. The development of Education for Bromyard and, subsequently, Three Counties Academy Trust meant that my responsibilities increasingly extended beyond QE. Nevertheless, this school has always occupied a very special place in my professional life. It is where this chapter began.

Today marks the start of the formal process of appointing my successor, rest assured the Trust Board have this well in hand and we will share more details with you when that process has concluded, most likely by the time we break for what will be a well-earned Christmas break.

For now, I simply want to say thank you. Thank you to all of the staff who have worked alongside me over my years at QE, to the governors and Trustees who have supported and challenged us, to parents for entrusting their children to the school, and above all to the thousands of pupils whom it has been my privilege to serve. I am immensely proud of what the QE community has achieved and profoundly grateful to have been part of it.

Yours faithfully,

Martin Farmer
CEO Three Counties Academy Trust

