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Headteacher: Mr S. P. Bate B Ed (Hons), NPQH
Chair of Governors: Mr R. H. Sperr



17th July 2026

Dear Parents/Carers/Pupils,

I wanted to write to you personally to share an important update regarding my working pattern over the next two academic years (Sept 2026 - July 2028).

Following a great deal of reflection, and after thoughtful discussions with both the governing body, my wife and children, I have made the decision to begin to undertake a phased reduction as Headteacher of Thrumscoe Primary and Nursery Academy.

The Governing body have agreed to my request and this process will commence from 1st September 2026. I will reduce down to a four-day contracted working week from September 2026, then down again to a three-day contracted working week from September 2027, with the intention of taking early retirement from school life on 31 August 2028 having completed 31 years in the field.

Having been in senior leadership/management roles for over 25 years, taking early retirement from education at 55 has always been a serious consideration as I have always wanted to be young enough and well enough to explore different avenues of work after Headship. However, this final decision has not been an easy one but it is one I feel is right—both for the Academy and for me personally.

At its core, this decision is about achieving the right balance between:

- Ensuring the long-term sustainability and stability of leadership at our Single Academy Trust
- Continuing to grow and strengthen leadership capacity for the future
- Allowing me to spend more time with my family at a stage in life where this feels particularly important

Now that both my children have successfully completed their University studies and life at home has begun to evolve, including a new puppy called OTIS, I would like to create more time to enjoy this next stage with them all. I also want to ensure I have the opportunity—while still young and in good health—to consider what the next chapter

beyond headship might look like. The phased reduction will provide me with valuable time to reflect and plan what work I would like to undertake after Headship.

What that will be ... I don't actually know ... but that in itself is very liberating and exciting.

As part of this 2 year process, I will be working closely with my Deputy Headteacher, Mrs Emma Allen, to support her continued professional development; as the previous headteacher of the Academy, Mrs Jill Goodwin, did so ably for me. Mrs E Allen will fulfil Headteacher duties for 1 day a week 2026-2027 and then later fulfil Headteacher duties for two days a week in 2027-2028 in my absence. Overall responsibility for the Academy still remains with myself and the governing body.

Our aim is to ensure we continue to build strong, resilient leadership for the immediate future and beyond my time at the Academy.

Please be assured that this will be a gradual and well-managed transition. There will be no immediate change to the day-to-day running of the Academy. My commitment to maintaining high standards, supporting staff, and ensuring the very best outcomes for our pupils remains resolute.

I have decided to share this with you all at this early point as I feel it is important that you understand the context behind some of the inevitable future decisions which will be made over the next two academic years, helping to minimise uncertainty and avoid undue speculation as we move through this process.

Thank you, as always, for your continued support.

In Summary:

Will this affect the day-to-day running of the academy?

No. The academy will continue to operate as it does now, with clear leadership and strong systems in place.

Who will lead when you are not in school?

Emma Allen will take on increased leadership responsibility and will fulfil Headteacher duties on designated days as part of this process.

Is this a step towards leaving the role?

Yes. I will reduce to four days per week in 2026–2027, then three days per week in 2027–2028, with the intention of retiring from education on 31 August 2028.

Will this result in changes for staff?

There are no immediate changes. Our current systems, expectations, and ways of working will remain the same.

Will there be further communication?

Yes. I will continue to share updates as we move forward to ensure everyone feels informed and supported.

Have a great weekend; let's now look forward to the final week of this academic year and a well-earned break at the end of it.

Kindest regards



Mr S P Bate

(Headteacher)



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