

DOG KENNEL HILL PRIMARY SCHOOL



**Dog Kennel Hill
East Dulwich
London SE22 8AB**

Executive Headteacher: Mrs Galiema Amien-Cloete
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Friday, 21st April 2017

Dear parents and carers

Leadership Update

From past communication, you will be aware that the soft federation with Rotherhithe Primary School is due to come to an end in July 2017 and therefore we have been advertising for a new headteacher to secure the future leadership of the school. As you also know, we were unsuccessful in the first round of applications. Unfortunately, we have also been unsuccessful in the second round - we simply didn't receive suitable applications. That is two attempts last term, and two previous attempts since 2014. Sadly, this is not unusual. As I'm sure you will have seen in the press, schools across the country are facing severe difficulties in recruiting headteachers, especially in London.

The priority for our decisions has always been what is in the best interest of DKH School, its pupils, parents and staff. Currently our priority is ensuring the right leadership to provide long-term stability and enable the school to build on the progress made in recent years. The Governing Body had previously discussed alternatives in the event of failure to recruit a headteacher. So, as a Governing Body we decided to approach Rotherhithe Primary School (RPS) to propose forming a Hard Federation. This would allow both schools to build on the strong relationship and benefits that have resulted from the soft federation over the past three years but on a permanent basis. At further recent meetings the governing bodies have agreed that this would be beneficial for both schools and we have officially agreed to begin the process for achieving this.

At this time, the future education landscape is very uncertain given the changes being proposed to the National Funding Formula, and its probable impact on London schools. The advice schools have been receiving from the Local Authority is that in order to lessen the impact of proposed changes, schools will need to form relationships with other schools. Such collaboration can bring tremendous benefits to schools not just in terms of budgetary matters but also regarding curriculum provision, teaching and learning, staff recruitment and retention. We are in a fortunate position of already having such a relationship in place.

We understand that everyone will want to know more details of what exactly is being planned and what changes a hard federation will bring to DKH School. What we can say at this stage is the successful relationship built up with Rotherhithe School over the last three years will continue. The new federation will be overseen by a single governing body; there will be an Executive Head managing the federation and each school will have a Head of School. We are very pleased to say that our Executive Head, Mrs Cloete, and Head of School, Mr Black, will remain in their positions. This will ensure stability in leadership for both schools.

"Where Children Love To Learn"

Creative

Aspirational

Resilient

Empathic

Respectful

The process to become a hard federation involves consultation with a number of different stakeholders, including parents and staff. We have set up a small working party consisting of governors from both schools. This working party will be meeting in the next three weeks to write and agree the proposal to form a hard federation. Following this, we will inform parents and staff of the exact dates of consultation meetings. We will ensure we have at least a morning and evening session to accommodate all parents. We are hoping that these consultation meetings will take place before the end of the summer term. The aim is that the hard federation will come into being on 1st January 2018. Until then both governing bodies have agreed to extend the soft federation.

I would ask you to be patient and supportive during this process and can assure you that any issues, concerns or questions will be addressed through the consultation process. Should parents have any immediate concerns or queries then please speak to the Head of School, Mr Black, who will be happy to talk to you.

Finally, on behalf of the Governing Body, I want also to assure you that we are feeling very positive about the school's future. We are doing everything we can as fast as possible to ensure that nothing will jeopardise all the great progress that has resulted from the hard work of everyone at DKH, Rotherhithe and the Local Authority. I look forward to writing to you again with the consultation meeting dates when they become available.

Yours sincerely

Trevor Cunningham
Chair of Governors