

# The Whitby Secondary Partnership



18 November 2020

Dear Parents and Carers

Since the formation of the Whitby Secondary Partnership, great progress has been made towards our goal of creating a stable and collaborative structure for 11 to 18 education in the town, based upon the continued provision of two 11 to 16 schools at Eskdale and Caedmon, and with a Sixth Form Centre on Scoresby site.

An incredible amount of hard work by the leadership teams and staff throughout the partnership has gone into making this happen. However, it also would not have been possible without the support we have received from parents, the community and, of course, our wonderful students who remind us every day of why we do this.

The success of this first phase has demonstrated the value that working more closely can offer, so I am now writing to inform you about proposals to make changes to the leadership structure of the Federation.

If the new structure is agreed, it will retain distinct Head of School roles at both Eskdale and Caedmon, enhancing and protecting the individual character of each school; but these roles will, in future, support and be supported by an Executive Head for the Federation as a whole.

Governors have launched a formal consultation process this week, and although this only formally involves the Head teachers, we are keen that staff and families have an opportunity to respond by putting questions and suggestions in writing to the Chair of the Selection Committee, Carolyn Watkinson. Carolyn's contact details are:

*Carolyn Watkinson*  
*Chair of Selection Committee*

Address: Whitby Sixth Form, Scoresby Site, Airy Hill, Whitby, YO21 1QA  
Email to: c.watkinson@eskdale.n-yorks.sch.uk

At the end of the consultation period, the Governors will make their decision as to whether the proposal goes forward in its current form, an altered form or not at all.

Further details regarding the reasons for the proposed changes are captured in the attached document, but please do get in touch with the Selection Committee if you have any further queries, concerns or suggestions.

With best wishes

Chair of Governors  
Whitby Secondary Partnership

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## **Whitby Schools Federation – Proposed Changes to the Leadership Structure**

### **Questions you may ask**

#### **Why is this change being proposed?**

Running a school of any size, even relatively small ones like Caedmon and Eskdale, throws up challenges every day that demand the complete focus of the Headteacher. By separating the leadership of the wider Federation, the new Head of School roles will ensure that this focus is enhanced, and will allow the Executive Head to focus on matters that impact upon the development of the federation as a whole.

#### **What will the Executive Head be responsible for?**

In this new structure, whilst the Heads of Schools would still run their individual schools and would keep their own DfE number, admissions procedures, uniforms, ethos and budgets, the Executive Head would provide a crucial structural link at both strategic and operational leadership level between the two schools. An Executive Head would also have the time and energy to develop the federation and ensure that it is both viable and successful.

Legally, an Executive Head would hold the statutory responsibilities of a Headteacher and would develop the work of the Partnership as a whole. S/he would play a strategic, supportive leadership role in relation to the two schools and Sixth Form Centre by aligning everyone to work to a common agenda and make the most of the benefits of a federation.

#### **How will the new structure impact upon finances?**

Creating a stable long-term structure for the Federation is crucial if we are to maintain Eskdale, Caedmon and Whitby Sixth form, and the proposed structure is an investment to secure the financial security of the three sites.

#### **Additional note**

The governing body has already consulted widely and reviewed Federation models that exist elsewhere, and we are confident that these changes will provide the clear and focussed leadership that we need for the future.