

Principal: Mrs L Monk – BMus (Hons) **Specialisms:** Science, Performing and Creative Arts

Dear Parents/Carers,

Re: Changes to Shenley Academy Senior Leadership Team 2018-19

I am writing to make you aware of the changes which will take place in the academy senior leadership team from 01 September 2018.

You may well be aware that schools in Birmingham and across England are experiencing changes to funding, and that this is anticipated to have an impact on levels of staffing. Whilst the funding to schools has largely remained the same this represents a £2bn cut to school funding in real terms as the costs which schools have to meet are increasing. As such every school has to consider savings to ensure that we are able to set a balanced budget.

Earlier in the year I undertook a consultation to consider some changes to our senior leadership team to make savings to our school budget. As a result of this consultation and subsequent restructure I am writing to let you know that our senior leadership team will reduce at the end of this academic year. It is with regret that I am letting you know that Mr McMillan (Vice Principal) and Mr Willshaw (Vice Principal) have been made redundant and therefore will not be returning to the academy in September 2018.

Mr McMillan has been at the academy since 2005 and Vice Principal at Shenley since 2010. In that time he has worked tirelessly to put the safety, well-being and academic achievement of all pupils at the forefront of his daily work. His professional work has extended beyond Shenley, and during 2013-14 he took up the role of Acting Headteacher at Bournville School when it was experiencing difficulties. He led and supported that school to success and returned to us at Shenley to continue with his role here. Not only is Mr McMillan an outstanding senior leader, but many pupils over the years have valued his dedication to his classroom practice as an English teacher, and certainly there are large numbers of young people who will owe their GCSE English result to his hard work, skill, determination and unfailing support. Mr McMillan will be much missed.

Mr Willshaw started his time at Shenley Academy as an Assistant Headteacher in 2005, and rose to the role of Vice Principal in 2010. He has also worked tirelessly to put the safety, well-being and academic achievement of all pupils at the forefront of

his daily work. In his first role as Vice Principal he oversaw and led the development of the curriculum and timetable and the 6th form. More recently, he has been leading on pupils' personal development, behaviour and welfare, developing an outstanding Pastoral Team at the Academy. He leads on all aspects of safeguarding within the academy, and colleagues in school and families will know just how dedicated he is to going that 'extra mile' to make sure that all pupils are safe, happy and able to succeed in school. In addition to this, Mr Willshaw is an outstanding PE teacher. He demonstrates the same commitment and enthusiasm to his teaching of PE, Science and Health & Social Care that he does to his leadership role. Every one of our pupils knows that he is a sportsman who will encourage and coach every pupil to success on or off the field. There is no doubt that Mr Willshaw will be missed by colleagues in school and the families of our wider community.

I will be writing to you shortly to confirm the new Senior Leadership structure, including the roles and responsibilities of members of the team. I would like to take this opportunity to confirm though, that our Designated Safeguarding Lead will remain as Miss. S. Piercy, and she will be supported by myself and Mrs Luckman as Designated Safeguarding Officers for the academy.

I know that you will join me in wishing both Mr McMillan and Mr Willshaw every success as they leave Shenley. Over the 13 years they have each been with us they have shown unwavering commitment and dedication to all the pupils, staff and whole community making a huge difference to the lives of all the people at the academy and, for that, we will be eternally grateful.

I recognise that this news is disappointing, however the restructure will allow the Academy to continue to deliver high-quality education on a more financially sustainable basis. Please do not hesitate to contact me if you would like to discuss any aspect of this letter or the restructure to the academy.

Yours faithfully,



Lucy Monk

Headteacher