

April 2023

Dear Parents/Carers of OWN Trust schools,

LEADERSHIP STRUCTURE EXECUTIVE DEPUTY HEADTEACHERS

I hope you all had an enjoyable Easter break and that the return to school has started smoothly for everyone.

Since September, we have been trialing some changes to how the leadership structure across OWN Trust works. Now that school leaders have agreed to the arrangement continuing, I wanted to share the detail with you.

Since the internal appointment of Mr. Marks as Headteacher at Orton Wistow, the Deputy Headteachers from Nene Valley and Woodston have been working across all 3 schools. The aim for this was to enhance cross Trust working, ensuring that the schools are working closely together as part of OWN Trust. We have found that this approach supports the sharing of good practice, deepens the knowledge of what each of the schools does well and allows for a more coordinated approach to support/intervention when needed. Although it wasn't the primary intention, the approach does also lead to significant savings at a time when budget pressures are at their highest, with all 3 schools paying equally for 2 Executive Deputies instead of 3. Schools do need someone to 'step up' should there be a long-term absence of the Headteacher at any school, but this approach still enables this to happen. In the short-term each of the schools is 'covered', either by one of the Executive Deputies, or by internal middle leaders. Each school has identified their own approach to making best use of middle leaders in this role, whilst also supporting their development by asking them to take on some of the traditional 'deputy' responsibilities.

You will of course know Nick File well but may well have seen our other Executive Deputy Headteacher around school at Nene Valley. This is now serving as a formal introduction of Trevor Goakes. Both will be involved in a range of activities and will be line managed by the CEO of OWN Trust, but overseen on a daily basis by the Headteacher of the school they are in. Their days in each school will vary according to need and priority. Currently Nick File is taking a lead on the Trust's People Strategy, with a focus on staffing structures, staff wellbeing and professional development as well as working with Trevor Goakes on assessment. Trevor Goakes leads on the 'Our Family' section of the Trust Improvement Plan, as well as coordinating the work of our Trust Impact Networks and Champions.

Trevor is increasing his visibility so that parents know who they will be dealing with should Mr. Reilly refer them in his direction for any issues relating to the school. That is what they will be doing going forward, but a bit more about who Trevor Goakes is ...

Trevor Goakes



I am Trevor Goakes, I have been at Woodston for 8 years as Deputy Head. Like Nick, I pride myself in knowing all the children and families who attend. This has become more of a challenge as Woodston has grown from a one-form entry to a three-form entry school – more than 600 names to learn! It would be amazing to know every child in the Trust but acknowledge this will take time. I am getting there with some classes.

I have thoroughly enjoyed working along-side staff across the Trust. Creating 'Champion' roles within different learning areas and supporting groups of staff. It is clear that OWN Trust is moving in the right direction developing together as a group of schools whilst outwardly working with schools outside the trust. It is an exciting time to be working in an ever-changing educational landscape.

Stuart Mansell
Chief Executive Officer.