



Believe, Learn, Grow

Lydiard Millicent CE Primary School
The Butts
Lydiard Millicent
Swindon
Wiltshire
SN5 3LR

Executive Principal: Mrs Carly Luce

5th July 2021

Dear LM Parents/Carers,

I want to share some positive and exciting news about our school leadership structure. Over the last year, the Diocese of Bristol Academy Trust has been preparing to centralise some non-teaching functions. From September some of facilities and premises, finance and HR work will be carried out centrally and this means that our school leaders will be able to focus far more on the teaching and learning that is the main purpose of a school. It is as a direct consequence that we have been able to make some changes to develop and strengthen our leadership structure.

As you know, Mrs dos Santos is stepping back from her role as Head of School next year and school leaders and leaders within the Trust have created a plan to ensure that our partnership with Ridgeway Farm Academy remains strong next year. I am delighted to say that Mrs Gibbard, current Head of School at Ridgeway Farm, will be Head of Schools next year at Lydiard and Ridgeway. Mrs Luce will continue in her strategic role as Executive Principal for both schools and we have taken a number of steps to ensure that this will work successfully for both schools. Mrs Gibbard will no longer have the teaching commitment that our Heads of School have previously had.

We have learned a great deal throughout the pandemic about how we can run two schools more effectively. There is currently a lot of duplication across our two schools and where processes are identical, it makes sense for this to be led by one person. From September, we will also have Learning Leads at each site (for Lydiard this will be Mrs Baker and Miss Herbert) who will be able to respond to the operational needs of children, staff and parents on a daily basis. This is an incredibly strong leadership team, ably backed up by our dedicated teaching and support staff.

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As Chair of the Academy Council, I get regular updates about the two schools and can see, even under shared leadership now, how each school clearly retains its own very special identity. This will continue to be the case. I have every confidence that this is a very positive step for Lydiard.

Whilst it was important to share this information ahead of the Autumn Term, we know that a smooth transition into September will be key and so, for that reason, for the first few weeks of term, Mrs Luce will be based at Lydiard and Mrs Gibbard at Ridgeway to provide consistency for each school community. I will then write to you again with further details and provide an opportunity for you to ask any questions that we have not answered as part of our communication in those first few weeks. Of course, we are also very lucky that Mrs dos Santos is not going anywhere and we will be able to continue to draw on her knowledge of Lydiard to support us in making this transition.

Overall, I see these changes are a very positive move that will only serve to enhance and strengthen your children's learning experience.

Stuart James

Chair, Lydiard Millicent and Ridgeway Farm Academy Council