



20<sup>th</sup> November 2025

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Dear Parent/Carer,

### **Temporary Additional Senior Leadership**

I am writing to inform you of exciting plans to add leadership capacity to our school.

#### **Why Is Temporary Additional Capacity Needed?**

You may be aware that Trinity All Saints C of E Primary school faces several challenges over coming months:

- The LA projections of lower birth rates in our area (and hence lower pupil numbers) will necessitate careful planning for the future, including a review of the school's physical space.
- The need to further build on the recent improvements to the quality and consistency of curriculum planning and implementation, including embedding the new phonics programme.
- The introduction of a new Ofsted Framework, just as Trinity is entering the 'window' for Ofsted Inspection (likely to be this academic year).

These circumstances will place greater demands on our small senior leadership team than would ordinarily be expected, and this could affect capacity to support you and your children in the future. I am therefore working proactively, with the full support of Rev'd Martyn Weaver (Chair of Governors) and all members of the Local Governing Committee, to ensure there is senior leadership capacity to successfully navigate these challenges ahead.

#### **What Temporary Additional Capacity Will Be Added?**

One of the advantages of being part of a strong partnership of schools is that we can draw on additional capacity from within the Collaborative Learning Trust. I am pleased that governors of All Saints CE Primary School in Bradford have agreed to the part time secondment of two experienced and successful leaders:

- **Mrs Kathryn Shaw**, Headteacher at All Saints CE Primary School will be seconded for two days per week.
- **Mrs Gemma Sharp**, Assistant Headteacher at All Saints CE Primary School will be seconded for one day per week

You may have been introduced to Kathryn and / or Gemma because of the partnership work that already exists between our two schools and across the MAT. Both are experienced senior leaders who know our school well and so will be able to provide additional senior leadership capacity very quickly.

Gemma will work as part of our senior leadership team as Assistant Headteacher.

As Kathryn will have headteacher responsibility across two schools her title will be Executive Headteacher. However, whilst at Trinity, Kathryn will work *alongside* me as Headteacher. I will retain full responsibility and accountability for leading the school. To be clear, I am extremely keen for Kathryn and Gemma to join our team. The aim is to add capacity to senior leadership, not change the leadership!





### **How Long Will These Arrangement Be in Place?**

The additional leadership capacity is a temporary arrangement to help tackle the challenges outlined above. It is envisaged that by July 2027, or sooner, there will be no further need for the added capacity.

### **What Other Benefits Will the Additional Capacity Bring?**

The additional senior leaders will mean that there will be more leaders in school to work strategically but also add 'hands on' capacity to help manage day to day activities. This will help support all members of the school community, including pupils, parents and carers.

There will be increased opportunities for staff professional development as the two schools work more closely together on school improvement. We envisage that this will support the growth and strengthening of relevant knowledge and skills for all staff, including the development of leadership skills in our existing staff team. All this can only bring additional benefits for our pupils.

Yours faithfully,

Mrs R Timms  
Headteacher, Trinity All Saints CE Primary School

