

Tuesday 3rd September 2019

Dear Parent/Carer

I am writing to introduce myself, and to advise you of some changes that have been made at Richard de Clare to take effect from today.

I am David Conway and Executive Headteacher of the North Essex Multi-Academy Trust (NEMAT). The Trust consists of four schools, and Richard de Clare has been a member school since 2016. NEMAT has a responsibility to support all schools in the Trust to ensure the best educational opportunities for your children.

I need to share with you the news that Mrs Donnelly, who has been the Headteacher of Richard de Clare for the last six years, has now left the school, for personal reasons. The Trust has therefore put in place leadership for the start of the new school term. This team consists of:

- Mrs Claire Jaques - Executive Headteacher
- Ms Karen Riddleston - Head of School
- Mr Rob James - additional School Improvement support
- Mrs Susannah Muir - SENCo

Mrs Jaques is the headteacher of Acorn Academy, also a member school of NEMAT, and has sixteen years' experience of headship. She will provide strategic leadership, and day to day support to the Head of School. Ms Riddleston is a longstanding and experienced member of the Senior Leadership Team at The Ramsey Academy, and will be the day-to-day leader of the school. Mr James is the Headteacher of the Ramsey Academy and will monitor the work of the school and its staff to ensure that it is having the right, positive impact that your children deserve.

You will be aware that the school was inspected by Ofsted late in the summer term. We do not yet have this report, but we have already started to put into place measures to improve some aspects of the school's provision that parents expressed concern about to Ofsted during their visit. An Action Plan to deal with anything raised in the report when it is received will be shared with you as soon as this has been confirmed. We will also publish the report itself on our website on the day of its release.


In respect of the report and its findings we will hold meetings with parents immediately following publication, and we will give you further details of this as soon as we possibly can.

I very much appreciate that this was not the news that you were expecting to hear at the beginning of the Autumn Term but hope that you are reassured that we are doing everything possible to give your sons and daughters the best possible educational start in life. We look forward to seeing as many of you as possible at the meetings that we will organise and would like to thank you for your patience and understanding at this time.

Yours sincerely



David Conway
NEMAT Executive Headteacher



Claire Jaques
Executive Headteacher



Karen Riddleston
Head of School

