

Message from the Chair of Governors to families of Little Hayes and Speedwell Nurseries.

Dear parent or carer

I am writing to you with news that the Governing Body of the Little Hayes and Speedwell Nursery Federation has decided to employ a permanent leader of our learning community from September 2024.

There has been a lack of clarity in recent years as to the wider landscape for early years in Bristol which we feel is improving and that now is the right time to commit to a permanent headteacher. The governors have established a set of priorities for the role of headteacher which should ensure that the current trajectory of improvement continues and that our dedicated and hard-working staff are both well led and supported. We will be looking for someone who will foster an environment of continuous learning and a culture of high expectations, where every child feels safe, secure, confident and valued.

We are very grateful to Jet Davis who has served as interim Executive Headteacher across both schools for the past two years. She has been a dedicated, hard-working and inspirational leader of the team and we want to be sure that all members of our school community understand that this is in no way a reflection on her commitment or performance in the role.

It is the responsibility of Governors to ensure that the recruitment process has integrity and is fair and open. A panel of our school governors has been appointed to lead on this process and will be supported by an Early Years Advisor from the Local Authority. Although the decision as to who will be the federations headteacher is for governors to make we feel it is essential that our families, staff and children are involved, where appropriate, in the selection process.

We are devising selection days towards the end of March which may give you the opportunity to meet candidates, you may also see prospective applicants visiting the schools over the next few weeks. Please be reassured that we are aiming to ensure minimal disruption to staff and children and we hope this will be a positive experience for everyone involved.

During the selection days there will be specific activities that will provide opportunities for a group of staff and a small group of families to feedback to the governors' recruitment panel. Their feedback will be on each candidate's performance against the criteria outlined in the person specification. We will do our best to make sure as many people can be involved in those activities as possible across both schools. We will bring you more information as our plans develop.

Families are invited to send thoughts, comments and questions they would like the governors to consider to the following email address clerkgvs.littlehayes@bristol-schools.uk

There will also be comment boxes available at both school receptions from today (Tuesday 27th February 2024) for parents and carers to leave messages over the next three weeks. These will be collated and used by a group of governors/parents/carers who will meet with the candidates during the selection days and feedback to the governor recruitment panel. If

you would like to volunteer to be a member of that group please let me know as soon as possible – I can be contacted at chair.lhsf@bristol-schools.uk

We will be advertising the post nationally via Eteach for a period of two weeks. We are hoping to place the advert for the post on the morning of Tuesday 27th February 2024 with a deadline of noon Monday 11th March 2024. You will be able to see this and the associated job description and person specification by searching the Eteach website: [Teaching jobs and Recruitment - Eteach](#)

I hope that is an informative and reassuring summary of why and how we anticipate the process to take place. Please do use the channels available to you to let us know your thoughts. These will be anonymised and kept confidential to the recruitment panel.

Best wishes

Jill Gettrup

Chair of Governors
Little Hayes and Speedwell Nursery Federation