

02/05/2024

Dear Little Hayes and Speedwell Nursery staff and families

You may remember it is the role of our Governing Body to appoint senior school leaders and this message explains our efforts to secure a permanent Headteacher for our nursery school federation and the outcome of the recruitment and selection process which concluded last Friday.

If you have any concerns or complaints about this process, or any other aspect of school life please refer to the federation's complaints policy on our website.

[Policies - Little Hayes and Speedwell Nursery Schools](#)

The policy outlines the steps to follow. In summary, these are: Step 1: always try to raise your concern with your child's key person or class teacher, Step 2: contact the Headteacher, or if your concern relates to the Headteacher contact the Chair of Governors. You can do that through the school reception or email me directly on [chair.lhsf@bristol-schools.uk](mailto:chair.lhsf@bristol-schools.uk) If your complaint relates to the Chair of Governors, contact the Vice Chair via the school or the Clerk to Governors [clerkgovs.littlehayes@bristol-schools.uk](mailto:clerkgovs.littlehayes@bristol-schools.uk)

I just wanted to remind you of this upfront so as not to detract from the good news that follows!!

Why were we looking for a permanent Headteacher?

For some years we have had to keep these roles non-permanent to provide the flexibility for any further change that might be needed to help us balance our budgets. With recent changes to the way nurseries are funded and a lot of hard work by the staff team, Governors agreed in November 2023 that it is the right time to commit to putting in place a permanent senior staff structure and securing the very best individual to lead the continued improvement of our schools.

What did we do?

We have been through a rigorous, open, fair and competitive process. The role was advertised nationally for four weeks and received three candidates. On shortlisting with the oversight and advice of the Local Authority as an independent panel member, the Governor's Headteacher Recruitment and Selection Panel found that only one candidate met the essential criteria of the person specification we had set for the role.

You may remember it was our intention at this point in the process to present all candidates to you so that both staff and families could input into the selection process. However, since the only candidate remaining was also our interim Headteacher and had already been performing the role of our Headteacher for 18 months, Governors, with advice from the Local Authority, agreed to refocus the process to:

- a) recognize the achievements they have already made in the role.
- b) look for evidence that they have the skills and experience that the federation requires.

For that reason, governors created a shorter, but equally rigorous process throughout which the candidate excelled.

Governors met on Friday 26<sup>th</sup> April to examine the recruitment and selection process and consider the recommendation of the Governor's panel. Governors agreed unanimously that the process had been rigorous, fair and open and heard of the passion, motivation, skills, experience and dedication demonstrated by the candidate recommended to them.

**It is with great pride that I can tell you that Little Hayes and Speedwell Nursery Federation's newly appointed permanent Headteacher is Jet Davis.**

Jet has said.....

*I am delighted to be able to continue in this incredibly rewarding role. It is such a pleasure getting to know all the children and parents and working alongside such a dedicated staff team. We have great plans for Little Hayes and Speedwell nursery schools to build on the long tradition of excellent nursery education and I am so proud to be part of that journey.*

I hope you will join me in congratulating her for this achievement at what is a significant stage in the development of our Federation. I would also like to say thank you to Jet on behalf of the governing body for all she has given in her interim role. This news might not come as a great surprise to those working within our schools or the families who are served by our wonderful staff, but it was a process that we were required to go through.

Best wishes

Jill

Jill Gettrup

Chair of Governors

Little Hayes & Speedwell Nursery Federation