

13 October 2021

Dear Parents, Carers and Friends

I am writing to inform you that Mrs Denise Webster has told me that, after much consideration, she has decided that the time is right for her to retire from her role as Headteacher at The Norwood School. On behalf of the Governing Body, I would like to express my sincere thanks to Denise for her hard work, dedication and passion for students and staff at The Norwood School.

Mrs Webster has worked in education for over 40 years, and has spent the last 16 of those as Headteacher at The Norwood School. She is leader with great energy, vision and ambition for her students and staff, and during her time here she has been responsible for a dramatic transformation in ethos, expectations and outcomes. The school's performance testifies to this, while remaining focussed on the individual student, supporting them to achieve their potential. She has also exhibited exceptional leadership during the Covid-19 pandemic. Her retirement has been expected and I am sure you will join me in wishing her well for the future.

I would also like to share with you the steps that governors have agreed towards recruiting a new headteacher. Our objective during this time is to ensure strong interim leadership in line with the values of the school whilst minimising the disruption to students and staff, so that school life will continue as usual.

First, I am pleased that Mrs Webster will remain with the school for the remainder of the Autumn Term in order to support a smooth and orderly transition.

Second, following a discussion involving all of the school's deputy headteachers, governors have agreed that two of them, Niki Clemenger and Richard Cole, will both serve as Interim Co-Headteachers until the end of the Summer 2022 term. This means we can benefit from two leaders who know the school and can provide stability and consistency at a time of change, and who can continue to champion the values that make The Norwood School such an exceptional place to learn and work. Governors believe this is the right solution to provide leadership and stability at what remains a challenging and uncertain time for so many of us.

This approach, which has the support of Lambeth Schools Partnership, was presented to a special meeting of the Full Governing Body of the school on Tuesday 12 October 2021 and received the unanimous support of the governors.

In time we will start the formal recruitment process. For now we will be giving Ms Clemenger and Mr Cole our full support as they step into the role together.

Kind regards



Russell Hunter, Chair of Governors

On behalf of the Governing Body of The Norwood School