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Wimbledon Park Primary School and West Wimbledon School School Partnership FAQs Version 2: Date: 11th July 2018 (Updates in red)

What are the benefits for WPPS?

Wimbledon Park Primary School (WPPS) has agreed to work with West Wimbledon Primary School as part of its civic responsibility to support a local community school which is facing the challenge of a period of time without a headteacher in post. For WPPS this offers the opportunity to share our skills, knowledge and experience with the West Wimbledon school community. There is also the potential for our staff and children to benefit from the different approaches used at West Wimbledon which could translate into effective practice at WPPS. Our very capable staff will also develop and strengthen their educational leadership skills as they take on more responsibility and this will have impact throughout our school.

How will this affect my child?

Our aim is that there should be no negative impact and hopefully positive benefits for your child. There will be opportunities for our staff to strengthen their educational leadership skills and opportunities to learn from practice at West Wimbledon. There is also the potential for our children to gain an understanding of civic responsibility in action and to see the benefits of offering support to others when in need.

Who will be in charge at WPPS?

Ms Clogg will be appointed as Acting Headteacher from September 2018. She will have responsibility for the management and the day to day running of WPPS. This appointment will be for the duration of the partnership work with West Wimbledon.

Ms Morgan and Ms Kingsbury will be appointed Acting Deputy Headteachers for the duration of the partnership. Their principal responsibilities will focus and build on their areas of expertise and skill. Ms Morgan will lead on the early years of the school (nursery to year one) and will also be the Designated Safeguarding lead for WPPS; Ms Kingsbury will lead on years two to six. Both Ms Morgan and Ms Kingsbury will have additional time out of the classroom to allow them to fulfil their Acting Deputy Headteacher responsibilities.

For the duration of the partnership work, Mr Lufkin will lead on the strategic direction of WPPS and will provide advice and support to the senior leaders at the school. He remains as the substantive Headteacher and will resume full day to day responsibility for WPPS at the end of the partnership with West Wimbledon.

Will there be a loss of leadership capacity at WPPS?

There will actually be a gain of leadership capacity time at WPPS with the new staffing structure which will be in place in September 2018. The timing, planning and funding of the partnership work have enabled the recruitment of additional teaching capacity for the new academic year. This will allow the staff with additional leadership responsibilities (Ms Morgan, Ms Kingsbury, and the middle leaders including year group leaders, maths and English leads and SEND leadership) to have more time out of the classroom to carry out their new enhanced roles successfully.

We have full confidence in the skills, expertise and strengths of Ms Clogg, Ms Morgan, Ms Kingsbury, Mr Lufkin and all the leadership team at WPPS. We believe that the arrangements which will be in place at WPPS will ensure the consistent and robust approach you expect from this outstanding school and will continue to align with the school's drive for continuing improvement.

Will the induction of new staff in September overstretch leadership capacity?

There will be a number of new staff in September and there are plans in place to ensure they settle into the school quickly and successfully. The induction of the new staff will clearly involve the senior and middle leaders at WPPS in collaboration with other members of staff. This is partly why the new staffing structure includes additional leadership capacity to allow a high quality induction to be provided whilst still enabling all the leadership team to develop and flourish in their new enhanced roles.

What if things don't work out?

There has been thorough preparation in agreeing this arrangement with West Wimbledon. The governing bodies have worked together with Mr Lufkin and Merton Council to agree a Memorandum of Understanding between the two schools. There is an agreed process for regular review at both schools, up to three of our governors will be part of this process at West Wimbledon. If the monitoring identifies any consistent problems with the arrangements, for either school, which cannot be resolved, then there is the opportunity for either school to end the partnership with four weeks' notice.

What does the title 'Executive Headteacher' mean?

Mr Lufkin's executive headteacher role at West Wimbledon School will be to provide strategic direction and support to that school and its staff. He will work with their school community to review their current situation and facilitate and lead any changes identified as required during the period whilst there is no substantive headteacher in post.

Will Mr Lufkin become Executive Headteacher at WPPS?

No, Mr Lufkin's will remain the substantive headteacher for WPPS throughout the period of the arrangements with West Wimbledon.

What should I do if I have a question about these arrangements?

We can understand that you might have some questions about the new arrangements at WPPS. The governors plan to hold an information evening at the beginning of next term on September 17th at 7pm. The purpose of this meeting will be to enable all new and existing parents to attend to hear about the partnership arrangements and to comment or ask questions.

In the meantime you can use the following email address to send in questions or comments: info@wimbledonpark.merton.sch.uk

What should I do if have a complaint about this?

We hope that these arrangements will not lead to any complaints. However if you have any concerns these should normally be discussed with your child's class teacher in the first instance. The complaints process for WPPS has not changed and can be found here: ([WPPS Complaints Procedure](#)).

How will you keep us up to date about the project?

There are a number of ways we plan to keep you updated on this project:

- Responding via the email address; info@wimbledonpark.merton.sch.uk;
- The information evening early in the autumn term on September 17th at 7pm
- In addition the governors will write to the WPPS community if there are important updates.

Are there other Executive Headteachers locally?

There have been similar arrangements used previously in Merton. These have been considered to be successful and to have brought benefits to the schools involved.

Will this become a permanent position?

The current agreement is for Mr Lufkin to provide the Executive Headteacher role for one academic year, from 1st September 2018, whilst West Wimbledon works to appoint a new substantive headteacher. There are no plans agreed beyond that point and we expect Mr Lufkin to return to his full time role as headteacher of WPPS at the end of the academic year.

Will there be a financial cost for WPPS?

There will be no financial cost for WPPS. The agreement includes a reimbursement to WPPS for Mr Lufkin's time and expenses and this will be reinvested in staffing and resources at WPPS.

Why are we undertaking this project?

Developing our skills to support other local schools is a key part of the school development plan (WPPS School Development Plan) and fits well with the values and strategic vision of WPPS.

Will other teachers be involved in the project?

We hope that there will be opportunities for some of our subject leaders and senior leaders to be involved in specific areas as required. This type of school to school support is already undertaken by some of our staff and brings benefits in terms of career development for staff as well as increased quality of teaching for children. Any additional support provided to West Wimbledon by WPPS staff will be reimbursed as outlined above. You and your child should not experience any disruption as a result of teachers taking part in specific pieces of work as part of this project.