



**Magna Academy**

**Poole**

an Aspirations Academy

Principal: Ms N Ullah

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@MagnaAcademy

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Dear Parent/Carer

### **RE: Magna Academy Staffing Update**

Shortly after I arrived at the academy, parents raised staff retention as an area they would like me to look at more closely. In the year before I arrived staff turnover was 40%. It is important to be mindful that all schools will have staff leaving due to promotions, relocation and family circumstances and that this can be beneficial as schools are able to recruit new staff that will naturally bring fresh ideas and question practices in place.

Nevertheless, in order to offer students consistency and stability, I recognise the importance of retaining our high quality staff. I am pleased to inform you that the academy now has a stable healthy turnover of 14%. In addition, those staff that are leaving this year have either gained a promotion, are retiring or leaving due to lifestyle changes.

### **Maternity Leave**

Mrs Cook (Head of Year and teacher of History) will be on maternity leave from July 2021. She has been at the academy for over 7 years and I know the students will miss having her at the academy for this period. Mrs Cook has asked me to share the following message:

*"I will miss the Magna community while I am on maternity leave, although I know I will have my hands full. I feel honoured to have been able to see Year 11 through to the end this year and, despite the challenges we have faced, I hope they are all proud of their hard work and achievements. I would like to wish everyone a wonderful summer break when it arrives. Everyone deserves to have a well earned rest." (Mrs Cook)*

Mrs Sharma-Sly (Academy Counsellor & Mental Health Lead), Mrs Shepherd (Teacher of Science) and Mrs Gibbard (Lead Practitioner in English) are also expecting and will be on maternity leave from September and November respectively. I am sure you will join me in wishing them all the very best in the coming months.

### **Leavers**

I would like to make you aware of the senior staff that will be leaving the academy this summer. Mr Higgins (Assistant Principal) has gained a promotion and we wish him the best of luck in this new role. He has asked for the following message to be shared with you:

*“I have absolutely loved my time at Magna and I did not expect to be leaving so soon. What are the chances that my dream job as Deputy Head Academic at Ballard School, minutes from my home, would become available as I happily settled into the Magna community? I hope that I have left a Google legacy at Magna and have started the academy's journey into achieving outstanding digital literacy. I wish everyone well and am sure our paths will cross again.” (Mr Higgins, Assistant Principal)*

Many of our families will have received support and guidance from Mrs Fraser (Head of Safeguarding and Welfare). We are sad to see her leave but understand that the time is right for her to slow down a little. You will be pleased to know that Mrs Caples will take over as Head of Safeguarding from September, to ensure a seamless transition. I hope that families are reassured that Mrs Caples knowledge and experience will mean the excellent work in this area will continue. Mrs Fraser has asked to share the following message:

*“During my five years at Magna Academy, I consider it to have been a privilege to have been part of the Phoenix Team, supporting students and their families/carers, many of whom I have got to know well. I am at the stage in my life where I would like to reduce my working hours, slow down and enjoy more leisure time. It will be a real wrench to leave a job that I thoroughly enjoy, not only because of my amazing work colleagues, but in particular the incredible students whom I am so proud of and will miss dearly.” (Mrs Fraser, Head of Safeguarding & Welfare)*

In addition, Miss Jordan (Head of Year 7), Mr Holbrook (Head of Biology) and Mr Goldsmith (Teacher of MFL) will also leave us this summer. I am pleased to inform you that we have made two internal appointments to take the lead in Year 7 and Biology. Mrs Potter who has been with us for 3 years and has previous leadership experience will be Head of Biology and Mrs Spicer will use her extensive pastoral experience as Head of Year 7.

### **New appointments**

I am delighted that we have successfully recruited the following staff to further enhance our team here at Magna from September;

Miss Pandit, Teacher of Science (having trained with us this year)

Miss Jameson, Teacher of Geography

Miss Sharland, Teacher of History, Politics and Theology & Ethics

Mr Brooks, Teacher of Science

Miss Veale, Design Technology Technician

Mr Revill, Teacher of Maths

Mr Henderson, Teacher of English

Ms Prentice, Teacher of English (with responsibility for whole academy literacy)

Miss Calder, Teacher of MFL

In addition we have recruited some very experienced leaders who will join us in September. Mrs Wilson will join the Phoenix Team as Inclusion Manager. Mrs Wilson comes with a wealth of knowledge in leading interventions to support students. These interventions include ELSA, Lego Therapy and mental health first aid.

Miss Ridge will join us as Head of Years 8/9 and Teacher of PE. Miss Ridge has been a Head of Year in two challenging schools in East London and is relocating home to Dorset. We are thrilled to have her join us. You will be pleased to know that our current Head of Year 8, Mrs Giles, will still be with us in September, however she will be continuing as Head of Music in our efforts to rapidly develop the Performing Arts within the academy.

Mrs Kainth will be joining us in September as Assistant Principal and Director of Maths, taking over from Mr Higgins. She is currently a Lead Practitioner of Maths at The Toynbee School, Eastleigh. We look forward to welcoming her to our team.

I have attached four Magna Staff Snapshot documents which share more details about the individuals joining us in leadership roles.

I hope this update has demonstrated my ongoing commitment to ensure we have the highest quality staff working with your children.

Yours sincerely



Ms Natasha Ullah  
Principal