

December 9th 2022

Changes in the new year

Dear Parents and Carers,

I hope this finds you well as we come to the end of term and embark upon the Christmas holidays! It has been a really enjoyable term and the recent festivities, trips, and traditions have created a lovely warm atmosphere in our schools...just at the right time too as this cold weather has set in! It was wonderful to see so many of you at our Winter Fayre last week and for those that I spoke to, thank you for your kind words, support and encouragement. It really is appreciated by all of us.

As we approach the new year, I would like to take this opportunity to let you know about some changes that are happening in our schools in the new year.

To give you some background, in March this year a green paper was released by the Department for Education that has asked for all mainstream schools to join a 'trust' by the year 2030. Following this, there has been a review identifying the difficulties and challenges in SEND and alternative education. I spoke about this at one of our Coffee Corners in the summer and I know that as parents, many of you will agree on what a battleground it has been for you to get your children into the 'right place'. There are changes being proposed to this system that we need to stay ahead of.

In my role as CEO of the Green Room Foundation, it is my duty to protect our charity, to ensure it is sustainable and grows and adapts to an ever-changing landscape. Also to forge better relationships with our community and with commerce so we can improve the opportunities and pathways for our pupils and our staff. We are in a time where neurodiversity is high on the agenda for businesses and our society. But we are still in a situation where only 20% of adults with Autism are employed or living away from home. I believe the skills and experience we have developed over the past 10 years have put us in a position where we can help to make a positive change. It just needs some of our time and focus.

Almost daily, I am also met with families and young people who are in need of an alternative option. Our schools are full, so what else can we do to increase the impact we can have on the lives of young people who need it? As an organisation we have grown steadily and with care for the last ten years and we are proud of everything we and our pupils have achieved. With the time and the resources, I am optimistic about what we could achieve in the next ten years to increase the ripple effect of a Green Room education.

These are the things that I need to now focus on as a leader of this organisation. To do this, it is time that I passed on a few of my 'hats' to those that are more capable and better equipped to do the job. From January, I will no longer be the Head of The Green Room Windsor. This is a job that requires daily attention, consistency, bravery and focus. Fortunately, we have a deputy head who is more than capable of doing this. Indeed he has already shown this with increasing skill and flair

Start a path.

for the whole of this year. Callum Flanagan has been with the Green Room since its inception and has grown into an outstanding teacher, implemented brilliant initiatives, shown diligent organisation and a dependability that everybody trusts and respects. You and the pupils all know him well and I hope you will join me in congratulating in his promotion to Head of School of The Green Room Windsor. Callum will continue to teach Maths until the Summer term, when we will be looking for a new Maths teacher to start in September.

Our sixth form has also grown in size, purpose and reputation over the last few years. It is a highly unique alternative provision that has shown it can provide a place of education to those where it was thought impossible. The future of GR6 and Wings, in what we are now calling The Green Room College is an exciting one and also needs a head of its own who can lead it into the next phase of its evolution. You will see that we have advertised for this position and will soon be starting the process of recruitment to find the best person for this role. In the meantime I will remain in post as Head of The Green Room College, alongside Danielle Haxby who is taking on a new role as Director of Education.

Danielle has been the Head of The Green Room Kingsley since its inception six years ago and has done an incredible and hard fought job to create a wonderful school which is soon to have 40 pupils on roll. From January, she too will be passing on her headship to Becky Thompson who has been a brilliant Deputy Head and Acting Head at GRK (when Danielle has been on maternity leave). We are looking forward to seeing Becky flourish further in her role, and she will continue to work with Danielle who will now lead our education into an audacious and unmissable future across GRK, GRW and GRC.

It is also important to share that up until recently I was also the Designated Safeguarding Lead for The Green Room Windsor and The Green Room College. This term these roles have been taken on by Charley Jacobs at The Green Room Windsor and to Kim Perkins at The Green Room College. In their roles as Heads of Character, Kim and Charley are there every day to meet the needs of all our pupils. As you know, they have been doing an incredible job this year, with empathy, discretion and professionalism. Their relationships with our pupils are healthy, supportive but also challenging, we are very fortunate to have them as Safeguarding leads in our schools. I will remain as a Deputy Safeguarding lead in both schools to lend my experience and support to what is a very strong Safeguarding team.

Finally, Joe Sparks, who stepped down from headship four years ago, has, since then, been working within educational leadership with school leaders, staff and pupils on powerful initiatives to enact change. The Green Room ethos has been spread across the country and in the process Joe has learned a great deal about the state of education outside of our Green Room world. I will be working closely again with Joe as we move forward. His job title is changing to Chief Vision Officer (CVO). This is a role that will provide broad knowledge, vision and strategy to The Green Room Foundation in the next stage of our development.

I appreciate it feels like there is a lot of change here and this is something that we know many of us and our pupils can find difficult. However, these changes have come about in a very natural transition. I am mindful that the pupil experience is at the heart of all that we do. I will still be present in the schools, will still run the Midweek Memory Mangle and still be there for Epic Thursdays! I hope to be able to have the time to get to those things that sit just below the urgent pile and to help implement those ideas that always start with 'if only...' It should not feel like a radical change for our pupils (more like the imperceptible change in direction of a big ship!). I will be speaking to the pupils today at our end of term awards.

Thank you for taking the time to read this. Below you will find a summary of changes for reference. If you have any concerns or questions, please email me directly or contact the school office in the new year. I will also be very happy to have conversations with you about any ideas you may have, however big or small they may be.

It has been a privilege to be part of the growth of The Green Room so far and I am looking forward to having the time to lead our organisation into its future. It now simply remains to wish you all a very merry Christmas. Be kind to yourselves and those around you. We look forward to seeing all of your brilliant young people back in school on Thursday, January 5th.

Yours faithfully,



Richard Allen
CEO The Green Room Foundation
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The Green Room Foundation New Year Announcements

We would like to announce new roles and responsibilities from January 1st 2023 across The Green Room Foundation (GRF), Green Room School Windsor (GRW), The Green Room College (GRC) and Green Room School Kingsley (GRK).

Callum Flanagan to become Head of School GRW

Becky Thompson to become Head of School GRK

New Appointment in process to become Head of School GRC

Danielle Haxby to become Director of Education GRF

Charley Jacobs is now Designated Safeguarding Lead GRW

Kim Perkins is now Designated Safeguarding Lead GRC

Joe Sparks to become CVO, Chief Vision Officer GRF

Richard Allen to remain as CEO, Chief Executive Officer GRF