

From: Richard Gledhill MA (Cantab), ACA
Chairman of Governors



**SEDBERGH
SCHOOL**

FOUNDED 1525

10 November 2020

Dear Old Sedberghians

Planning and managing succession in senior leadership positions is important for any organisation. At a challenging time such as this, careful planning is even more essential. My predecessor, Hugh Blair, and I have been in discussion with Andrew Fleck about his retirement plans since 2018. Andrew had initially wanted to retire at the end of the last School year but, as he has explained in his own letter to you, has agreed to remain as Principal until the end of the Summer Term 2021.

I am particularly grateful to have had the benefit of Andrew's advice and experience in my first year as Chairman of the Board, not least because of the many challenges the School has faced as a result of Covid-19.

Andrew became Headmaster of Sedbergh in 2010. Since then Sedbergh has been consistently placed amongst the top 10% of Schools in the country for its value-added in the classroom; Sedberghians have won National Championships in major sports and been recognised for the quality of their Music, Drama and Community Service; parents and pupils have benefitted from Andrew's pastoral care and measured decisions; the pupil roll has grown 30%; and seven staff have progressed to become Headteachers. In 2013, Andrew led the merger which created Casterton, Sedbergh Prep School and the same year Carus House was opened; the Hirst Centre opened in 2018; and Rong Qiao Sedbergh School opened later the same year.

We look forward to celebrating Andrew's contribution and achievements towards the end of the year.

The Governors commissioned a review of School leadership models before deciding how Sedbergh should be led in the future. After careful consideration, we have decided that Dan Harrison's responsibilities should be extended to include the operation and performance of the Senior and Prep Schools, including safeguarding of children, the strategic development of the Schools, the estate, financial welfare and regulatory compliance of the organisation. We will therefore not be appointing a Principal to succeed Andrew.

Dan joined the School in 1993 as a Resident Tutor in Powell House and since then has been Head of Chemistry, 1st XV Coach, Senior Master (Extra-Curricular Activities), Deputy Headmaster (Academic), Second Master and, since 2018, Headmaster. Dan is supremely well equipped to lead Sedbergh and no-one knows the School better than he.

.../cont'd

Sedbergh School
Sedbergh
Cumbria
LA10 5RY

Email: chairman@sedberghschool.org

Dan will be supported within the Strategic Leadership Team by Peter Marshall (Chief Operating Officer) and Will Newman (Headmaster, Casterton, Sedbergh Prep School).

Few Schools are so fortunate to have the talent stream that Sedbergh has enjoyed over many years and which now enables us to make this excellent appointment which will maintain the stability of the School and ensures it continues on the same trajectory that has served it well.

With my best wishes.

Yours sincerely

A handwritten signature in cursive script, appearing to read "Richard Gledhill".

Richard Gledhill
Chairman of Governors