



Ged Rae, Principal Designate

14th April 2020

Dear Parents and Carers,

In these unprecedented times, our thoughts are with our students, staff, community and you as parents. We hope that you and your families are well and wish a speedy recovery to anyone who may be affected by the Coronavirus or indeed any other issues at this time.

We are writing to introduce our new Principal, Mr Ged Rae, and also to express our sincere thanks to Mrs. Leitheiser and colleagues at The Dukeries, both for their commitment to ensuring that students are able to continue a good quality education through distance learning at this time, and for their unwavering dedication to developing our academy in recent years. I'm sure you will join with us in wishing Mrs. Leitheiser the very best for the future.

Mr Rae, who will be leading The Dukeries from Monday 20th April is a successful, experienced Principal who has an absolute commitment to moving our academy forwards. We have included a pen portrait below and look forward to working alongside him, you as parents and of course our fantastic students. We are already a good academy and have plans in place to work with our family of schools in Academy Transformation Trust to ensure the very best future for everyone connected with The Dukeries.

Yours faithfully,

Andrew Wilson

Gill Empson

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Executive Principal

Chair of Governors representing our Local Academy Committee

Summary Pen Portrait – Ged Rae

Ged joins The Dukeries Academy and ATT after a successful ten years at Greenwood Academies Trust (GAT). He has been Principal at two GAT Academies including Nottingham Academy which is one of the largest schools in the country. During his time at GAT Ged was also co-opted onto the Trust Executive Team during the transition to a new CEO in 2015-16.

Ged has almost 21 years' experience as a teacher and has been a Principal since 2012. He has lived in and around the Newark area since moving south from Scotland in 2006. He is married to Ali and has three children and three grown-up step children.

Background and education

Ged is the eldest of three siblings who was brought up by his father, in a single parent family, on a council estate in Dundee where he attended the local comprehensive. He was the first member of extended family to go to university. Ged attended the University of St Andrews where he gained a BSc (Honours) Degree in Biochemistry; completing his degree dissertation at Instituto Superior Tecnico in Lisbon, Portugal. Whilst at St Andrews Ged played First Team university football and was secretary of the club. Following his degree he moved to the University of Glasgow to train to be a Science teacher. He completed his PGCE 1999.

Ged intends to complete a Master's Degree in Educational Leadership from September 2020.

Teaching experience

Ged has a wide range of teaching and leadership experience in a number of schools in both Scotland and England;

- First teaching role was in Tarbert Academy in rural Argyll on the west coast of Scotland. Started as an NQT and left as Head of Science and Mathematics after seven years. (1999-2006)
- Head of KS4 Science at Magnus C of E in Newark from 2006-2008.
- Head of Science at Sir Christopher Hatton School, in Wellingborough from 2008-2010.
- Joined Greenwood Academies Trust as Assistant Principal at Nottingham Academy in 2010. In 2012 took up the Principal position at Stanground Academy in Peterborough.
- Executive Principal from September 2015 until February 2016 during the transition to new CEO at GAT.
- Lead Principal/Principal at Nottingham Academy from 2016 until his move to The Dukeries Academy.

Educational and leadership interests and influences

Ged is passionate about creating educational opportunities. He believes that every pupil can excel irrespective of their background or starting point. Ged has particular interests in improving outcomes for disadvantaged pupils and ensuring the curriculum is ambitious, academically challenging and bespoke to the needs of pupils and contexts of individual schools. He also continues to enjoy teaching Science.

As a Principal, Ged has an inclusive approach and leads with a moral purpose. During his time in Nottingham he has championed work to find alternatives to exclusion. As a leader he values the power of collaboration in Academy improvement and is committed to developing devolved leadership models which empower staff, pupils and the wider Academy community.

Ged's leadership approach has been heavily influenced by the work of Simon Sinek (Start with Why), Jim Collins (Good to Great), David Marquet (Turn this Ship Around), Andy Hargreaves (Collaborative Professionalism) and Andy Buck (Leadership Matters). More recently he has worked extensively with Roy Leighton at Undiscovered Country.

Other interests

Ged took up running in June 2018 after completing Couch to 5km in an attempt to improve his health and mental well-being. He now regularly runs 30-50km per week and has completed four half marathons. Ged will

attempt to complete the re-arranged Edinburgh Marathon in October 2020. He is a member of Newark Striders Running Club and admits to having a slight addiction to buying running shoes.

Ged enjoys spending holidays camping with his family in the South of France, particularly exploring the Languedoc region. He also relaxes by trying, and often failing, to keep up with educational reading and research and spending time with his family and friends