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“Valuing every achievement”

13th June 2022

Dear Families,

I wanted to write to all of you with an update around staffing, and because I am always open and honest with you all about different situations we find ourselves in.

We have managed so much throughout different scenarios and times we have found ourselves in, and it feels like the staffing nightmare others have experienced has finally caught up with us!

As some of you may be experiencing with your child, there have had to be changes made to the staff in some classrooms.

I want to reassure you that this is not ‘usual practice’ but is in fact a response to unforeseen and unexpected factors that means we have had to put a plan into action to keep consistency and get the best for our pupils.

We have 6 weeks left of this academic year and staffing levels are at one of the worst I have experienced, however, does appear to be a county wide and national problem; not making this any less difficult, but gives a wider picture as to what is happening in education at the moment.

We have staff moving in to new roles and jobs elsewhere and out of education, which is fantastic for them and their lives personally, but leaves us with vacancies to fill.

We have recently completed one recruitment drive and were successful in filling several positions throughout the school, the only drawback at this point is that these can’t start until September.

We are working with several agencies to gain more staff which is sometimes successful but sometimes we get let down. I will share with you that we are tight on safeguarding here, therefore, when a supply teacher arrives without their DBS to show us, we do not let them in to school! I have always maintained that we will not compromise on safety or standards for our pupils and sometimes this leaves us in a ‘tight’ situation, but I would rather that than have any regrets or put any of our pupils at potential risk.

All I can do is apologise for the situation we are finding ourselves trying to manage. It doesn’t make it any



better but we are not alone in what is happening within the school, however, we are in a better position than some being financially able to seek agency staff where we feel they are suitable and of quality for our pupils.

Please bear with us. I appreciate this is not ideal. I appreciate we all want stability and consistency for our pupils.

What we are doing as a whole school team, is responding to the daily situations we find ourselves in and doing our very best to ensure your child still receives a high quality education.

We are lucky that we have a lot of skills within our team and so we have been able to temporarily promote some staff to higher roles where they have performed in a way that we feel meets the needs of our pupils and offers them high quality teaching and learning as well as the equally important consistency.

Other members of staff are finding themselves working across the school in different areas which is not ideal for them either, but they do it for the best of the pupils. I can't thank them enough for this flexibility and team spirit.

Please speak to your Phase leads if you have any issues or concerns with your child's learning at this point, as we all need to work together to get through this difficult time:

Shelley Hughes – Primary – Sapling, Sycamore, Willow, Beech, Oak, Rowan, Hazel, Cherry

Kelly Ferran – KS3 – Maple, 3.1, 3.2, 3.3

Ben Homer – KS4 – 4.1, 4.2

Rhian Smith – Post 16

Becky Walsh (was Harrison) – Chestnut 1, Chestnut 2

I just wanted to explain the situation that we are trying to manage.

Many thanks for your continued support and understanding.

Tracey

