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## Staffing

Dear Parents and Carers,

As always, thank you for your continued feedback and sharing of information. It has helped us improve key components and build stronger connections with our parent body.

It has been shared with me that there is a concern about our current recruitment drive and ultimately the current adverts that are live for primary teachers and maths and science colleagues for September. I hope that the following clarifies these positions.

The pupil numbers within the secondary phase are growing, and for September, there will be an additional class, making Year 7 in 2024 a cohort with 3 forms of entry. This is very exciting, and to support this we are looking to grow our science and maths teams. These roles do not replace colleagues leaving but are additional.

We currently have adverts for 2 full-time and 1 part-time primary colleagues. At this stage, we want to ensure that we can retain our current staff, and therefore we are going to advertise a little earlier than normal to give colleagues opportunities for permanent positions.

As many secondary parents know, Mr Baker left the school in January. In order to ensure that Year 11 are best placed to build their confidence for exams, Mr Hasbury, as an experienced science teacher, has agreed to increase hours to support this GCSE delivery. We are aware that there are gaps within the key stage 3 science teaching, which we are sourcing guidance from dedicated national recruitment firms to support with. This will enable us to recruit colleagues quickly to ensure that good quality teaching can be in place for pupils.

To support middle leadership, Miss Cockburn has been appointed as Science Lead and Key Stage 4 phase lead.

Over the last four months, we have been very concerned with the standard of cleaning across the school. Myself and our Executive Business Manager have been regularly meeting with our cleaning company to raise concerns from pupils, parents and staff and ensure that standards improve. There has now been a deep clean that has taken place over the half term and we are monitoring the standard daily. Since the initial meetings, the team have recruited four extra cleaners to ensure the school receives the quality of service that it pays for.

Thank you again for your feedback, we greatly appreciate the honesty and constructiveness it brings to our school.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Phil Arnold', with a long horizontal flourish extending to the right.

Phil Arnold  
Headteacher