

Monday, 21 October 2019

Dear Parents / Carers,

Staffing update

The school has been working hard to provide the very best for the children of Kingsway Primary whilst ensuring that spending is in line with its budget, which has been affected by a number of national and local factors that are beyond our control such as: wage increase, pension contribution increases for employers and national funding arrangements.

It has been some time since the school looked closely at its overall staffing structure; periodic review is good practice and is necessary to maintain overall balance in expenditure. The school has foreseen this challenge for some time and has therefore been recruiting carefully to reduce the impact of any restructure.

In response to the pressure on budgets, school leaders and governors consulted with the staff last term resulting in a number of changes and a new teaching assistant structure which will be implemented at the start of next term.

What did we prioritise when considering the new structure?

As part of the view, the importance of maintaining high quality provision for the children was agreed in the following:

- 1) Providing the best possible teaching support in classes from highly qualified and able teaching partners.
- 2) Dedicated intervention to enable the children to make academic progress.
- 3) Increasing spending on Special Educational Needs support by increasing the SEND leader time to full-time as a member of the leadership team; deploying our current SENDCo to a new role in school thereby maintaining current expertise and knowledge.
- 4) Developing the range of pastoral provision offered by the school which will continue to include the Thrive Programme.
- 5) Maintaining Learning Mentors' roles to ensure children and families receive the support they need to flourish.
- 6) Maintaining focus on attendance and supporting families to achieve this fundamental element of children's provision.
- 7) Developing the professional skill and expertise of both teachers and teaching partners leading to improved provision for all – especially those in need of high-level support through EHCPs.
- 8) Maintaining the school's nurturing and caring atmosphere through high-quality provision.
- 9) Raising standards by focusing on the academic achievement of our children.

How will the school's structure work?

Whilst there has been an overall reduction in the number of hours that the school can afford across the whole staff base, we have been careful to minimise class impact. We are positive that the impact of this can be managed well by the restructure.

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For example, we have been able to improve the hours in some contracts to ensure that they fit better with the needs of the children: teaching partners in Reception and Year 1 will start at 8.30am and will finish at 3.20 daily. This will enable us to set up the school day more effectively and for staff to collaborate about the needs of the class ahead of the day's learning.

- Every class in Reception and Year 1 will continue to have full-time support every day.
- Year 2 has coverage all morning for both classes and one Teaching Partner across the classes in the afternoon providing additional learning support.
- Years 3 – 6 will have one full-time teaching partner to share across the classes as well as additional in-class support to meet additional needs. The contracts allow us to deploy staff to meet the best needs of the school flexibly.
- The hours of Teaching Partners working with individual children have not been affected negatively. In fact, we are increasing the number of hours given to children with significant additional needs and are working hard to ensure we receive additional funding through Education and Health Care Plans for those who need them.
- Early Birds support will not be affected and teaching partners will be given a little more time to set up.
- Pastoral provision, adapted to suit individuals and offered by three teaching partners, will continue to be offered in the afternoon and will include Thrive Provision for those pupils who need this.
- Sports Provision will continue to provide additional opportunities every afternoon to enable a continued focus on healthy lifestyles, wider provision and engagement of all children.

We think that the support we can offer is good and will meet the needs of the children in the school. Of course, we are focused on meeting the needs of any specific children who have additional support and will work to meet the needs of every child at Kingsway School.

What happens now?

A number of our team have decided to use this restructure as a chance to seek other opportunities. We are very grateful for the dedication and service that these members of staff have provided to our school, many of whom have given extra time above and beyond for the needs of our pupils. We thank them for their commitment and wish them the best of luck on their new adventures.

- Miss Lynette Iemboli and Mrs Jeanette Paul
- Mrs Andrea Griffiths and Mrs Karen Allen
- Mr Robert Gabb, Mrs Rachel Gabb and Mrs Cheryl Yearsley

We are currently recruiting to fill some unfilled posts within the school and will keep you informed of appointments as they occur.

Thank you

We are grateful to many parents for their positive feedback about the impact our work has achieved this term – particularly regarding SEND. Of course, as with any transition, we may experience short-term challenges. If you have any concerns to raise, particularly about your child's provision, please do so without delay to me on exechead@kingsway.gloucs.sch.uk. We are passionate about the school and want the best for every child and care about your experience of the school.

Yours faithfully



Lee Pajak
Executive Head Teacher



James Hill
Chair of Governors