

Outcome of Restructure Process

15th July 2024

Dear Families,

In May I wrote to you regarding a staff consultation to restructure and reduce ongoing staffing costs during this education funding crisis. Thank you for your patience during the statutory consultation period; I can now share the outcome as mentioned in my May letter to you.

This has been a difficult period in our family of schools, and I wanted to thank you for your patience and understanding towards schools during this time. Headteachers and leaders have done their very best to act with integrity and kindness and aimed to minimise the impact of the situation that has been forced upon us.

Most of the staffing cost reductions were from roles which were not classroom based or involved working directly with children. We have reduced Trust wide non-school based staffing costs by 17.8%. This was compared to only a 2.3% decrease in school-based staffing costs.

Since birth rates and pupil numbers began declining in 2021, schools have made adaptations to class numbers. However, staffing levels in the school office have remained fairly stable. With the introduction of better Wifi connection, central services, automation, software and streamlined procedures we could reduce the number of administration hours in schools rather than reduce teachers and learning support assistants, minimising impact on pupils.

Taking this action meant we could sustain support for children with out of class SENDcos, Designated Safeguarding Leads and specialist support for children, along with stabilising the number of learning support assistants. It was not an easy decision and one that you may disagree with, but this decision was made by putting the needs of the children first.

I want to assure you that no class teachers have been made redundant and we have the correct number of qualified teachers for the classes that we have. We have protected Learning Support Assistant roles but there has been a need for a reduction of one full time post across the 17 schools

Below is the detail of the staffing reductions. It is important to note that **most staffing reductions have been made in roles not based in schools and those who offer Trust wide support or services.**

Staffing reductions include:

- 2 members of the Trust Leadership team
- Operational Estates Lead
- 1 full time and 1 part time Site Supervisors and a reduction in site supervisor hours.
- Reduction in 1 post and hours in the People Team (HR).
- 1 Learning support assistant
- Catering assistant due to kitchen restructure
- Admin Hours: 2 form entry schools now offer 40 hours a week; 1 form entry 20 hours and schools less than 50 or small hubs 15 hours. The Heads can tell you what this will look like in terms of



opening hours. This has resulted in voluntary redundancy being accepted, 2 compulsory redundancies, increase of hours and reduction of hours across several admin posts.

Your Headteacher will communicate what this will look like on a day-to-day basis and the individual school offer and how it looks from September.

Despite this process, you may continue to see money being spent on capital building projects and you may return from the summer seeing improvements in the school or some new resources. I know this may seem difficult when we have been through a staff restructure. I want to assure you often they come from ring fenced funding which means we must spend it on buildings. We needed to reduce recurring staff costs whereas projects and resources are a one-off cost which means it would not have contributed to the staffing budget.

This entire process has been hard on everyone in schools, and we are doing all that we can to support them. I would greatly appreciate your compassion, understanding and support for our brilliant teachers and support staff at this time.

Your Headteachers will communicate any differences in your child's school and what it will look like moving forward.

Yours sincerely

A handwritten signature in black ink that reads "Tracey Cleverly".

Tracey Cleverly
Trust Lead (Chief Executive Officer)