

Stanhope Barrington C of E
Primary School



Head Teacher: Mrs D Cross

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Dear Parent/Carer

26th September 2023

Re: Restructuring

It is with huge disappointment and regret that I must inform you that due to our extremely challenging financial situation, I am in the unenviable position of having to consider a restructure of the staffing arrangements in school for our support staff.

Myself, the Senior Leadership and Academy Council (supported by the MAT) have considered a range of options and a provisional decision is being considered which we believe will impact least on teaching and learning for the children. As always, the children are at the centre of our decision making.

Therefore, the identified posts currently at risk of potential redundancy are:

- Two part time admin posts
- Three Lunchtime Supervisor posts
- Two Teaching Assistant posts

The proposal to make the above redundancies avoids making more direct teaching staff redundant.

The school has been exploring all alternatives to avoid redundancy. Some staff have opted to take voluntary redundancy and we are currently going through a formal consultation process with the remaining staff who are at risk of redundancy. As you will appreciate, the consultation process is ongoing and as such, we are not able to provide any further information at this stage.

Once the consultation is over, I will write again with further information. I am sure you can appreciate that this is not a situation any of us want to be in. Every single member of the team are committed, dedicated and valued. This is not a decision which is based on performance but has been a robust and rigorous process using objective selection criteria.

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I do appreciate that you as parents/carers will be concerned about how this change will impact on your child, our team and our school. I will keep you updated and once the process is complete will offer a parent/carer briefing session in school.

Unfortunately, due to the confidential nature of the consultation process for individual members of staff, I am unable to discuss this further at this stage and would ask that everyone respects our staff's right to privacy and confidentiality at this difficult time.

Thank you so much for your support and understanding.

Yours sincerely

Mrs D Cross

Mrs D Cross
Head Teacher