

Wednesday 24<sup>th</sup> January

Dear

I hope you are keeping well.

As we're approaching the half-way point of the first Spring half-term, I wanted to update you on a number of developments at the academy which I hope will be useful for you to know.

### **Channels of communication**

Collaboration and partnership with our whole school community continues to be an absolute priority for us, as we drive the academy forward. As such, from 31<sup>st</sup> January I will be holding a Principal's surgery every Wednesday from 2-4pm. This will be an opportunity to speak directly with myself on a variety of matters, be it extra-curricular activities, our curriculum, your child's development, staffing, Ofsted and more.

So that the meetings are as productive as possible, and to ensure we can fit everyone in, I would ask that you please book your place in advance and provide an outline of what you would be keen to discuss when doing so, so that preparations can be made.

Please do arrange your slot through Mrs Spooner, Principal's PA, on 01493 749207 or [principalsoffice@fleggoa.co.uk](mailto:principalsoffice@fleggoa.co.uk). Where needed we can arrange these meetings for alternative times.

To further support these increased channels of communication, I am also re-sharing at the bottom of this letter the many ways that you can get in contact with staff across the academy to receive support or access further information. Ensuring that students and families feel well supported is extremely important, so I hope the below is helpful. If you have any further questions, please do not hesitate to get in touch.

### **Staffing update**

I also wanted to take the opportunity to share with you an update on our current staffing provision. As you may be aware, we currently have a higher staff absence rate than is usual. This is for a number of unforeseen reasons, including long-term sickness.

As a result, we have made some alterations to strengthen our staffing provision, which will avoid disruption and aim to keep the number of visiting teachers taking some lessons to a minimum. These are as follows:

- To bolster our teaching body, we have several Lead Practitioners in school. These are excellent and highly experienced teachers who work across several other OAT academies to help and support in specific subjects. Mrs Woosley, Mr Seal, Mr Blackburn, and Mrs Clay are in school at different points during the week and will be supporting with some cover lessons and assessments. They are also delivering interventions for Year 11 students in English and Maths, alongside running some brilliant masterclasses.

- Members of our senior leadership team are covering lessons where needed, so that they can similarly ensure that standards remain high, and your child's learning remains consistent. These leaders are also maintaining a strong presence, more broadly, within the academy at all times.
- Wherever possible, we use our own cover supervisors to cover lessons and are currently expanding our cover supervisor team. Using our own staff who understand our systems and processes and are aligned with our high expectations make for a positive classroom environment.
- In a smaller number of cases where it is not possible to deploy a teacher or senior leader internally, we work closely with a select number of agencies to ensure we can access and benefit from the best teachers available. If for whatever reason a visiting teacher does not meet our high standards, we will take immediate action to find an alternative arrangement.
- Where we do have visiting teachers supporting with cover, the work will continue to be set by your child's usual teacher or the subject leader. The work set is part of the taught curriculum for that subject.
- Similarly, we will be ensuring that any cover in Year 11 classes is kept to an absolute minimum, given it is such an important year with upcoming examinations. This would only happen if it was a last resort having explored all other options.

Of course, to ensure we are delivering an excellent education to our students, the recruitment of high calibre staff is a priority and our strong recruitment drive is continuing. However, we are really pleased to have welcomed a number of new colleagues into our academy who have already made an excellent impact and contribution. We therefore look forward to bringing in more colleagues in the coming months to further strengthen our provision.

And finally, we have been delighted with the high levels of engagement held by our Year 11 students in their revision and intervention sessions, as they head towards the summer exams. Progress evening was well attended, and all students have been provided bespoke information to enable them to revise and prepare thoroughly in every subject. At the same time, the Year 9 options process is starting, and we are looking forward to Progress Evening next week to inform parents and families of what this will entail. From a post-16 careers fair to taster lessons, our students will receive guidance every step of the way as they make important decisions about their future.

I hope that this is a useful update on some of our processes and plans. I look forward to continuing to work with you all as we implement and embed them into our academy for the benefit of our students, families and staff alike.

Thank you as always for your ongoing support.

Yours sincerely

**Mrs Jane Bennett**

A handwritten signature in cursive script that reads "Jane Bennett". The signature is written in a dark ink and is positioned below the printed name.

**Principal**

## Points of contact for student progress, achievement or welfare

We hope you find this information helpful. We have clear contact routes to follow (see below) and all our staff will do their utmost to help you with any questions or queries you may have.

Question or query	Contact
Immediate concern about your child's welfare or safety	<b>Deputy Designated Safeguarding Lead</b> (Miss Wildey) <a href="mailto:awildey@fleggoa.co.uk">awildey@fleggoa.co.uk</a> (Safeguarding Team) <a href="mailto:safeguarding@fleggoa.co.uk">safeguarding@fleggoa.co.uk</a>
Pastoral support required	<b>Year Pastoral Assistant</b> Year 7 Mrs Thurtle <a href="mailto:rthurtle@fleggoa.co.uk">rthurtle@fleggoa.co.uk</a> Year 8 Miss Martin <a href="mailto:tmartin@fleggoa.co.uk">tmartin@fleggoa.co.uk</a> Year 9 Miss Fogden <a href="mailto:lfogden@fleggoa.co.uk">lfogden@fleggoa.co.uk</a> Year 10 Miss Scott-Greenard <a href="mailto:iscottgreenard@fleggoa.co.uk">iscottgreenard@fleggoa.co.uk</a> Year 11 Miss Scott-Greenard <a href="mailto:iscottgreenard@fleggoa.co.uk">iscottgreenard@fleggoa.co.uk</a>
Concerns or questions about any additional needs your child has	<b>SENCO</b> (Mr Pull) <a href="mailto:senco@fleggoa.co.uk">senco@fleggoa.co.uk</a>
Concerns or questions about your child's attendance	<b>Attendance Officer</b> (Mrs Dyball) <a href="mailto:attendance@fleggoa.co.uk">attendance@fleggoa.co.uk</a>
All progress and general issues or questions regarding your child	<b>Form Tutors</b> (full list available on website)
Issues or questions that the Form Tutor has been unable to resolve	<b>Year Leader</b> Year 7 Mr Maclean <a href="mailto:wmaclean@fleggoa.co.uk">wmaclean@fleggoa.co.uk</a> Year 8 Mr Hallam <a href="mailto:mhallam@fleggoa.co.uk">mhallam@fleggoa.co.uk</a> Year 9 Mr Nelson <a href="mailto:bnelson@fleggoa.co.uk">bnelson@fleggoa.co.uk</a> Year 10 Mrs Williams-Barry <a href="mailto:abarry@fleggoa.co.uk">abarry@fleggoa.co.uk</a> Year 11 Mr Bending <a href="mailto:mbending@fleggoa.co.uk">mbending@fleggoa.co.uk</a>
Issues or questions that the Year Leader has been unable to resolve	<b>Assistant Principal</b> Mrs Nelson <a href="mailto:vnelson@fleggoa.co.uk">vnelson@fleggoa.co.uk</a>
Issues or questions regarding a particular subject	<b>Subject Teacher</b> (full list available on website)
Issues or questions that the Subject Leader has been unable to resolve	<b>Assistant Principal linked to subject</b> Contact via Mrs Spooner <a href="mailto:dspooner@fleggoa.co.uk">dspooner@fleggoa.co.uk</a>
Any matters not resolved or dealt with by the above	Relevant Assistant Principal, Vice Principal or Principal Contact via Mrs Spooner <a href="mailto:dspooner@fleggoa.co.uk">dspooner@fleggoa.co.uk</a>
Book Principal's Surgery and share topic matter	01493 749207 or email <a href="mailto:principalsoffice@fleggoa.co.uk">principalsoffice@fleggoa.co.uk</a>
Switchboard	01493 740349

