**Staffing Report**

The vast majority of staff have all returned to school well in body and mind. There are still two staff members shielding and we are hoping to welcome them back after the Easter break. However, until Boris updates us all on this we are not able to be 100% confident.

In addition to the two shielding staff members we have now also lost another member of teaching support staff due to them having reached the third trimester of their pregnancy and will working from home until their maternity cover starts.

As you can imagine this has left some big gaps in capacity and unfortunately two of the staff had previously both been placed in Year 1 where support is crucial due to the age of the children. This has been covered partially by reducing teaching support from older and more able year groups, although this is not ideal.

We have seen numbers rise over the last three weeks across the school due to the military posting recommencing. As you are aware numbers in Reception have been at capacity with an additional SEND child since September, but we are now exceeding the 30 per class rule with 63 children across the base.

In September, when the children move into Year 1, the children will be split into 3 smaller classes and therefore there will be no issue as we are currently seeking to recruit EYFS & KS1 teachers. However, to reduce class sizes in the final term we are going to be using a HLTA to take a smaller group of 16 pupils as Butterfly Class under the direction and support of Jade Faircloth.

The Nursery is also expecting another six new starters after the Easter break and staffing ratios will need to be increased to cover this. Our plan to increase capacity in the Nursery is already in place, although does rely on the shielding member of teaching support staff to return. If shielding is still in place after March 31st then there will be no other choice to take a teaching assistant from Year 5 or 6 to increase and meet our legal duty and to ensure the safety and wellbeing of our youngest children.

**Recruitment**

As previously mentioned we are currently running an advert for EYFS & KS1 teachers and have had some interest. We hope to interview before the Easter break, but realise that we shall probably be interviewing again in the last term too. We require an additional EYFS teacher and at least two new Year 1 teachers due to our forecast of 73 plus new reception children and our need to now increase Year 1 classes to three from two.

I am also mindful that as the year progresses I may receive further resignations from staff looking for promoted posts, other opportunities outside of teaching. And of course we also know that rarely does a year pass in school when there isn’t someone having a baby! So… recruitment will continue to be a major feature of my work for the next 3 months.

**NQT Reports**

All the reports demonstrate that despite the lockdown over the spring term the NQTs have continued to be incredibly well supported by Mrs Duncan. Their individual progress has been very well documented and their comments all acknowledge the school’s support.

**Staffing model from Summer 2021 – July 2022 to support and maximise quality first teaching**

We have all heard the Government’s ‘catch up’ plans and the increased funding to support this. Here at CTPS we are already implementing plans to support and foster best outcomes through ensuring that quality first teaching is the main driver. We do not want to increase the length of the day or teach over holiday periods as this will further reduce the children’s social time and this, now more than ever, needs to be protected.

From the summer term our teaching assessment will drive the provision needs within each year group. Currently Year 4 and Year 1 are already streamed. Year 1 into morning groups to promote a tailored core curriculum for all the children and Y4 are now streamed for maths with four instead of three maths groups. This has obviously reduced pupil numbers in each class and allows better pupil to teacher ratio. Early evaluation in Y4 has been very good and the learning within each class has been appropriately pitched, providing the necessary amount of challenge and building the required ready to progress skills.

As we receive each year group’s teacher assessments we shall continue to consider the needs within each year group and respond accordingly. The structures which we decide upon will be reassessed in May so that we can formulate and secure a staffing model which will seamlessly support and continue the work from the summer term.

Staffing the model from September will increase teaching costs as there will be the need to have increased teaching capacity in year groups where the impact of COVID has been most evident. Mrs Wadsworth has included these details within the proposed budget and it is anticipated that these increases would not be a long term requirement and would cease from September 2022.