**Staffing Report**

**Resignations:**

As we move through the summer term we are always aware that staff are often looking for new opportunities and despite the current situation this remains the same. I have been writing references for several teachers and interviews are continuing to take place.

The outcomes from some of these interviews are already known with two teachers definitely having confirmed their resignation from August 31st. Both are moving onto schools where they can continue to further their careers. One is Miss Hodges and the other is Mr Peaple. Both have been successfully recruited into promoted posts. Mr Peaple as a Deputy Head in Hampshire and Miss Hodges as an assistant maths lead.

We could potentially see two more teachers move on as well, but currently these are only possibilities and are dependent on successful interviews. Hopefully by the time of the meeting on the 18th I may have more clarity on this situation. I have however planned a staffing model which accommodates these possibilities as you will see below.

Since last meeting we have also received two teaching support staff resignations, but have already successfully replaced both positions.

**New Structure**

With the departure of Mr Peaple in September I am looking to now draw more upon the TLR 2 post holders to demonstrate their ability to lead staff and to monitor their subjects. This will mean that the post of curriculum lead, currently a temporary TLR3, will be upscaled to a TLR 2 £3500 with the post holder leading on science throughout the school. This would eradicate the need to recruit to the assistant head post and this would no longer be a feature of our structure. This model means that all core subject leaders are given an allowance providing good capacity for leading across the school and demonstrating the school’s ability to develop distributed leadership.

To further add capacity and manage the staffing changes I would also like to add a further TLR 3 post to our structure for the next years. The post KS1 co-ordinator and would attract an additional payment of £1250 per year. As with any TLR3 post it would run for 2 years.

New structure of leaders at CTPS

**Recruitment**

We have been busy recruiting staff despite the lockdown and have managed to successfully appoint 3 NQTs. There are two men and one lady, all who will start their careers with us from early July. They will be distributed across the school with Yr2, Yr3 & Yr5 all having an NQT. This will ensure that Anne can support along with our experienced UPS teachers to ensure that they have a successful induction. It needs to be remembered that new NQTs will not have done their 80% teaching practise so will need additional support. Fortunately Anne will have the capacity to support new NQTs as well as providing continued support to our current NQTs who again have missed a term of their support. Within the budget Cath has allowed for additional days for Anne to enable the support to take place for all staff.

In the new academic year it is highly likely that we shall require additional support staff as there are several children waiting to hear about their EHCP applications. Obviously if they are successful they will require 1-1 support and therefore further recruitment will be required.