**Headteacher’s Staffing Report November 2018**

**Resignations:**

As per teacher’s terms and conditions the resignation date for December 31st is the 31st October. This year the school received three resignations across the school. These were:

* Year 1 – Mrs N Middleditch – going to do supply to avoid the undirected duties of contracted teachers- Rabbit Class 2 days per week
  + Mrs Leighton will continue to work Monday, Wednesday and Friday with Mrs Meere teaching on Tuesday and Thursday each week.
* Year 2 – Miss E Young – leaving teaching – Fulltime post
  + Mrs Tait Monday – Thursday with Jade Faircloth every Friday
* Year 5 – Mrs E Lacey – dropping leadership role and moving into a class teacher role only at a select smaller school in Wokingham – Fulltime post
  + Mr Peaple Monday – Friday

In Year 4 Mrs Parkinson is also going to be retiring in January. However, she will be staying on for two days a week with a new teacher who has been sought through an agency. Mrs Zoe Ruffle will teach Monday – Wednesday with Mrs Parkinson teaching Thursday and Friday.

All classes have been successfully covered for January with qualified teachers which has been reassuring, but very time consuming as you can probably imagine. Recruitment of teachers in this area is particularly challenging, so I am pleased with the outcome.

Mr Peaple is a highly skilled practitioner and has worked at senior leadership level in other local schools successfully. I am delighted to welcome him onto our teaching team and have confidence that he is going to really invigorate our curriculum.

Mrs Lacey requested an exit interview as is our normal procedure and this was offered to the other staff who are also going to be meeting with Rita on the afternoon of November 29th.

**Support staff resignations**

I have also received resignations from two fulltime teaching assistants Mrs Young and Mrs Hodkinson. These posts are both fulltime and the school has placed adverts and recruitment in underway.

**Recruitment**

As previously mentioned a new fulltime permanent teacher has been recruited to cover Mrs Lacey’s resignation. He has also been given a TLR 3 for the leading the creative arts (music & art) He has already shared some simple ideas for Christmas which sound delightful. Mr Peaple is also a specialist leader in writing and a moderator for BFC. Clearly his skill set is very useful to our school and we will also be drawing on his strengths to promote our National Support School status through working with other schools in difficulty.

We were able to appoint Mr Peaple from November 1st 2018 which has allowed us to really focus on PPG children in Year 6 as well as addressing the overall poor level of attainment this cohort achieved throughout last year. They had minimal adequate teaching and therefore teachers are having to cover mainly Year 5 content as they were not taught this last year. Mr Peaple is teaching every morning in Year 6 giving teachers classes of 15. The teachers have commented how swell they are able to pinpoint learning challenges with this small ratio of children and already children are showing a growing level of engagement. He is also covering Year 6 on two afternoons to allow the class teachers to pre teach and go over misconceptions or simply embed previous learning for PPG and those who have significant difficulties. It would be amazing to keep this level of provision in place until May, although it can only last until December as Mr Peale will then need to take over from Mrs Lacey.

There are currently adverts running for both teachers and teaching assistants as our capacity is limited and with additional resignations and maternity leave inevitable we are hoping to over recruit if at all possible. Miss Batten and Mrs Faircloth will have interviewed before we next meet so I will hopefully be able to update you on the position of support staff. Sadly our previous campaign did not attract the calibre of candidates that we had hoped for and this was disappointing. However, this round, so far, has been far more successful, so fingers crossed!

**Physical, Social and Emotional Support worker**

I have created a new temporary post to help meet the various needs of a variety of children. Some are disaffected (mostly boys in Year 6), some are very shy, some have suffered severe loss or are anticipating the death of a parent, others have specific SEND needs.

Mr Murphy has been recruited to the post and he is currently running groups every Wednesday afternoon. The children have responded very well to the additional provision and I am extending it on a temporary basis to assist with the ongoing support of a child who has had two fixed term exclusions, internal exclusions, and who is currently not accessing the classroom or curriculum.

The school is currently having to relocate one teaching assistant due to this child’s behaviour as they have asked to officially note their concerns of daily verbal and physical abuse. They have stated that they feel unsafe at work and are frightened to be alone with the child. Whilst the pupil is highly disruptive the member of staff has not had any injuries as a result, but is clearly very shaken.

She has been asked to confirm ASAP which year group she would prefer to be relocated to from Year 1, R or Nursery. These year groups have younger and far less disruptive or aggressive behaviours which would ensure her wellbeing and safety. I would like to reassure the GB that as soon as the member of staff raised these issues I spoke with the Chair of Govs. to ensure that the school fulfilled the duty to keep staff safe.

**Teacher’s Performance Management**

All targets have been set for teachers throughout the school. The pay committee has alo met to agree all teacher’s pay reviews and Cath has informed BFC of the outcome of these.

**On the horizon**

I am aware that there are currently two members of staff who are pregnant and therefore additional teachers are soon to be required. Miss Nuttall will be leaving in mid-March, just prior to the Easter break, so this is our current priority. The other teacher is expecting to leave in June and I am hoping that if we have successfully recruited a student for the coming year they will be able to teach the last few weeks of the summer term in that class.

Staffing has taken up a great deal of time this first half term, although I now feel confident that we are well placed to provide quality teaching throughout the school. I am also looking forward to welcoming Hannah Campbell back in the last week of Autumn term. She will pick up the reins from Susan Tait ready for her teaching role in Badger class, allowing both teachers to bond with their new classes prior to the Christmas break..

**Training**

The Upper KS2 along with KS1 had a training session on the end of their respective Key Stages. This is an opportunity for teachers in these year groups to ask questions about how best to evidence their assessment well before May so that moderation id easier and less stressful.

Anne Duncan, the school’s lead practitioner has provided and continues to provide excellent support to the three NQTs and all are doing well and are on track currently to meet the required standard at the end of this term.