

CWA/LDA/GHA

30 January 2023

Dear Parents and Carers

Re: Our Current Staffing Profile and Pathways of Communication to follow when Contacting the Academy

First of all, I hope this letter finds you and your respective families well after what I also hope was a pleasant weekend. Furthermore, my Colleagues and I continue to greatly appreciate your ongoing support as we progress through the 2022-23 academic year.

I am writing to you regarding two matters. The first one follows on from my end of autumn term staffing update and is primarily aimed at reiterating the main points made in that letter. Also, to highlight some staffing challenges we have in one of our subject areas at present, and what we are doing to address these.

Since the end of term and over the past few weeks, we saw two Mathematics and one Subject Leader for Food Technology and Textiles staff members move onto new schools. However, despite the ongoing well-publicised growing recruitment and staffing crisis now severely impacting the education sector, we were still able to recruit two vastly experienced external Colleagues. One joined our Mathematics Faculty and one took up the vacated Subject Leader position. I am pleased to report both Colleagues have started their time at the academy exceptionally well.

The other Mathematics position was filled by Mr Stoneman and I but meant staffing changes to some Years 7 and 8 Humanities classes. Still, they were picked up internally and by an experienced, able Colleague.

We've also seen two of our English Faculty Colleagues go off on maternity leave in recent weeks, however, two other English Colleagues have returned from maternity leave. Still, this has meant staffing changes for some classes, however, our students are still taught by high quality, fully qualified English specialists.

The final staffing matter I wish to raise relates to Science where we have seen some classes impacted by three long term staffing absences. One of these Colleagues has now returned and I have brought in two ex-Essex Headteachers to work in the faculty both in the classroom as well as to support the faculty's leadership. In addition to this, we also have another Science Faculty member returning from maternity leave just before the Easter break.

Other than these highlighted points, we remain fully staffed which for a split-site academy of this size, in the current climate, remains extremely positive. However, maintaining this remains a massive challenge but one I can assure you my senior Colleagues and I will continue to manage as constructively as possible moving forward.

The second point I wish to refer to in this letter relates to the pathways of communication to follow should you wish to discuss a matter with the academy. My Colleagues and I also greatly appreciate the fact that the vast majority of you continue to utilise our numerous lines of communication should you wish to raise an issue, concern, worry or indeed share something positive with us. This is instead of taking to social media and opening up dialogue via one of the platforms that schools across the country have associated with them nowadays.

As I know the vast majority of you will agree, making direct contact with the academy to raise a bespoke matter is something that will invariably be swiftly answered, addressed and resolved. Therefore, I would like to take this opportunity to reclarify the pathways of communication available to our parents and carers:

- We have two separate campus telephone numbers as highlighted via the website. For our **Mill Road Campus** and in relation to **Years' 7 and 8** matters, the number is **01621 879803**. For our **Fambridge Road Campus** and in relation to **Years' 9-13** matters, it is **01621 854681**.
- As has been highlighted on numerous occasions over several years now, there are two main avenues of communication a parent/carer may pursue should they feel the need to do so:

Pastoral matters relating to the welfare and wellbeing of your child



Contact your child's Assistant Head of Year in the first instance



The next stage of contact would be with your child's Head of Year



The next stage of contact would be with your child's Campus Lead.
For Years' 7 & 8, it would be Ms Everett, for Years' 9-11, it would be Mr Meadows, and for College matters, Mr Hallam



The next stage of contact would be with Mr Stoneman, Vice Principal



The next stage of contact would be with Mrs Clark, Joint Head of Academy



The next stage of contact would be with me

Subject matters relating to your child's classroom learning and progress



Contact your child's class teacher in the first instance



The next stage of contact would be with the area's Subject or Key Stage Leader (the class teacher would clarify who this is)



The next stage of contact would be with the area's Faculty Leader (the Subject or Key Stage Leader would clarify who this is)



The next stage of contact would be with the area's designated Senior Leader (the Faculty Leader would clarify who this is)



The next stage of contact would be with Mr Baster, Joint Head of Academy



The next stage of contact would be with me

To further assist with any communication with the academy, please find a direct link to our latest staffing contacts and their direct email addresses:

<https://www.plume.essex.sch.uk/staff-contacts>

A number of you will of course need to make direct contact with members of our team of staff outside of these two core strands and that could be in relation to SEND, Pupil Premium or academy uniform matters. I am confident those of you who need to, know how to contact our SEND Faculty, however, please note the following names and direct email addresses:

- For any **Pupil Premium** related matters, please contact Mrs Frost via: J.Frost@plume.essex.sch.uk
- For any **uniform** related matters, please contact Mr Scott in the first instance via: R.Scott@plume.essex.sch.uk

Moving forward, and as the vast majority of you continue to do of course, my Colleagues and I would appreciate your ongoing support in adhering to these pathways of communication as by doing so, it will invariably help to have your point, issue or concern heard, dealt with and resolved as quickly and as effectively as possible.

Yours sincerely

Mr C A Wakefield
Executive Principal

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