



## Colvestone Primary School

Colvestone Crescent, London, E8 2LG



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Tuesday 24<sup>th</sup> November 2020

Dear parents/carers,

Following my letter dated Wednesday 11 November 2020, I wanted to update you about the consultation process that is currently underway. This involves the support staff across the Soaring Skies Federation.

The proposed structure is currently at the consultation stage, with the staff members affected able to comment and input, with the support of their unions. The whole process is being overseen by the Hackney Education Human Resources team.

Over the last two years the Federation has undergone reviews of the spending over time looking at the structure of both the leadership team and teaching staff; and both these areas have been reduced to meet the numbers of pupils on roll and the needs of the federation. The proposed changes to the support staff structure are necessary as a result of falling pupil numbers, which is an issue not just for our school but for many schools in Hackney and nationally. Year on year funding from the government has reduced as a direct result of falling pupil numbers, reductions in funding for pupils with additional needs (special educational needs) as well as funding for disadvantaged pupils.

Rest assured that no child will be negatively affected as a result of any changes that are made; we have a statutory duty to continue the support of children with specific and additional needs and a duty of care for all children in our school.

Going through this process is inevitably difficult for all involved but it is a necessary step to ensure the school meets its organisational goals and vision so it provides the best possible service for all children. The outcome of the consultation, at this stage, cannot be pre-supposed or assumed, the process is very sensitive and even more so due to the timing but again I ask you for your respect and understanding as we consult with the staff affected, with the support of their unions.

The outcome of the consultation and any changes will be communicated to parents once the consultation period and process have been completed.

We will continue to work hard to ensure every child at Colvestone thrives and has access to the very best resources in order to do so.

Thanking you in advance for your continued support.

Yours sincerely

Miss Caroline King  
Executive Headteacher