

10 January 2017

Dear parents/carers,

I am writing to update you on some of the realities that all schools are facing and particularly in Slough and wondered if you may be able to help in any way.

Currently the National picture for funding and recruitment and retention of good teachers is becoming a significant challenge.

Schools over the next few years are facing, in real terms, a likely figure of an 8% cut in their budget which for The Trust equates to a significant figure. We have managed our finances extremely prudently and are well placed when benchmarked against other schools but the pressures are very real.

At the same time we are facing a tipping point in recruitment and retention. The Trust is fully staffed and in our view, has an exceptionally strong team of adults but it is becoming harder and harder to recruit with many adverts nationally and locally receiving no applications at all. The cost of living in Slough coupled with better salaries in London due to the London weighting payments means it is extremely challenging to encourage staff to come and work in Slough. The image of Slough based on a historical view doesn't help and from an educational point of view is very misleading. For example, for GCSE results we are the 8th best placed Local Authority in the country and for student attendance at Key Stage 4, we are the best. Also, Key Stage 2 progress in primary schools across Slough is 2% above the national average.

Many teachers are leaving the profession, not enough want to be trained as teachers to fill the ever increasing demand as we have increasing student numbers and of those that have trained recently across the country, 50% have left within the first two years. This is a problem and it isn't going to go away so we need to be forward thinking. As a result it was our view that we would like to discuss this more with you to explain the problem in more detail and see if you could help with the solution.

The evening will start with an introduction to the challenges we face and will then break out into 2 sessions. Breakout 1 will be for those parents who might be interested in a role in one of our 3 academies (Primary and Secondary) including how to train to become a teacher. If that applies to you but you cannot attend on the night then please e-mail Tina Lewis at tina.lewis@langleyacademy.org with your details and we will be in touch. You might also want to talk to your children at university or if they are in employment but are thinking about teaching. You may also have friends or family that might be interested in attending, bring them along but please let us know the numbers attending to help us with the arrangements for the night.

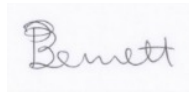
Breakout 2 will be for those of you who will want to discuss the possible ways of resolving the problem both short and long term. This will be in the form of a brain storming activity and will last about an hour.

It may well be that schools are going to be appointing people in the next few years who they would never have appointed before because they really have no choice. As Executive Principal, I won't accept that for any child that attends any of our academies in the Trust but we don't have all of the solutions to a very complex issue and that is why I want as many parents as possible to attend this meeting to help us solve the problem.

Yours



Rhodri Bryant



Polly Bennett



Tracey Bowen

Please tick the appropriate sentence below:

I/we am/are interested in working in schools

I/we am/are interested in finding solutions to the problem

Date: Tuesday 24th January 2017

Time: 6-7pm

Venue: The Langley Academy Theatre

Numbers:

Signature

Return to The Langley Academy for the attention of Tina Lewis, tina.lewis@langleyacademy.org by Wednesday 18 January
