

15th March 2021

Dear Parents,

I am writing to reassure you and to address the issues of staff turnover at Halling Primary School in recent months and the way in which the situation has unfortunately been presented on social media in a highly one sided and negative way. Many of the Trustees, and indeed school Governors, are parents too and have been motivated to accept these voluntary positions in order to ensure that children in our schools receive the best education possible. We fully understand your concern when you see familiar faces leave. Most of those who have left have given excellent service to the school and our desire to protect the reputations of these staff, and to behave in an appropriate professional manner, has made us reluctant to speak out publicly.

When Halling joined the Cliffe Woods Academy Trust there were several important areas in which it was failing to deliver the standards and support that pupils deserve. It was clear that a great deal of work would be needed by everyone to address these issues and strengthen the school going forward. Sadly, this has resulted in some uncomfortable conversations and not all have felt themselves either willing or able, even with support, to rise to the challenge of improving standards. However, all staff were offered access to additional resources, training and in some cases a change of role if that was desired. No one was dismissed, exit interviews were properly conducted to understand why individuals wanted to leave and, where appropriate, alternatives to resignation were explored. Crucially, no criticism of the school was raised during these interviews but to ensure even greater clarity on this issue all future exit interviews will be held by an external specialist.

The school has had no trouble in attracting enthusiastic and talented new teachers who have quickly settled in, greatly helped and welcomed by the existing staff. Together they have become an excellent team, supporting and supported by Miss Selmi and between them they are determined that children and parents receive the outstanding provision they are entitled to expect.

I know that changes can be challenging and unsettling, especially as this last year has been of unprecedented difficulty for so many families. Any improvements within the school have been essential and implemented with the full support and knowledge of the Local Governing Body and the Board of Trustees. The atmosphere within the school is now one of great enthusiasm and determination and I hope you will join us in helping to make Halling the great school that we all want it to be, and that it deserves to be.



Mrs A Nunns
Chair of Trustees