

## Transcript of Email sent to all Gordon Primary teachers, Summer 2021

(copy of original available)

Murphy Jody

To: (all teachers)

Concerns - Action Required

Dear Teachers

As you will be aware, we have had concerns regarding the standard of teaching and learning across the school and therefore we have put in support and training to move this forward and get the school back on track.

As a Child First organisation, it is essential that all children receive the highest standard of education-that should be the aim of all staff who work within a school notwithstanding the Teachers' Standards. I have included the link to the Teachers' Standards which I would suggest that you familiarise yourself with prior to meeting with SLT

<https://assets.oublishing.service.gov.uk/government/uploads/svstem/uDloads/attach ment data/file/665522/Teachers standard information.pdf>.

We recognise that the period of time has been challenging, therefore we have chosen to remove performance related pay and to also draw a line under the quality of education that has been in place from September until the beginning of Term 5 This has meant that there have not been challenging conversations regarding standards and the ability for staff to follow agreed policies and expectations, that are purely in place to support all children to achieve personal excellence.

We have also provided training where you have been afforded the time to ask questions, clarify expectations and agree the non-negotiables. You have then had the opportunity to seek peer support through the phase meeting.

Furthermore, you have been given resources and planning to support you in meeting the expectation such as Thinking Inclusively, early morning work and science planning, which has not been utilised across the school leading to children in those classes being disadvantaged. As a school we can no longer accept that staff are unable to provide a consistently good education for the children within our care. The children get one chance- whilst as adults it has been challenging this year, the children have had it worse, therefore we have a moral imperative to help them to get back on track.

You will shortly receive a personal invite to meet 1:1 with a member of SLT. This is to ensure we have an understanding of your ability to meet expectations and why the extensive support that is being provided, is not enabling you to provide a good quality of education for the children that you are responsible for.

Whilst this unfortunately applies to a range of teachers across the school, for those of you who are able to meet the standards and expectations, thank you for your dedication to the children.

Kind regards,

Jody

Mrs Jody Murphy

Director of Education

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