

Our ref: KCN/HLE/Trust Update

10 September 2024

Dear Parent/Carer

### **Re: Trust Updates**

Further to my letter last week, please find below a message from the Trust which is being shared across all our schools today.

#### **Leadership changes and plans**

Over the summer, in response to feedback from staff, unions, and key stakeholders, there have been significant changes in the Trust. Siobhan Denning has been appointed as interim chair and Jeremy Nurse appointed as interim vice chair of trustees. More trustees and an interim CEO are being appointed, with financial support from SAAF, led by Andi Brown. These changes are important as the Trust develops its financial plans and works towards its long-term priorities. The focus will be on:

- Reviewing our financial plans and redevelop our funding model, including a detailed assessment of the cost base for each department and academy, to provide clear and transparent information
- Improving our financial systems to make our planning and processes more efficient
- Conducting an options review of the future structure of the Trust, led by an external colleague

#### **Trade union negotiations**

Leaders recently met with the National Education Union (NEU) to share these changes and developments during a meeting last Wednesday. It was a positive and productive meeting, and all parties are working together to address the ongoing dispute affecting eight of the Trust's academies. A follow-up meeting is planned in two weeks.

While these activities are a priority, they will take some time to complete, and relevant staff have been invited to consider pausing planned strikes whilst they are completed. The NEU has also requested an extension of industrial action ballots for an additional three months, which has been agreed.

Last term, colleagues collaborated with the NEU to develop a Teachers' Workload Statement, and a similar statement for support staff in academies is now being developed in partnership with GMB, Unison, and NEU. Additionally, academy-specific issues, including health and safety, and teaching assistants are being addressed in separate meetings.

If you have any questions or concerns, please do not hesitate to get in touch.

Yours sincerely



Karen Clinton  
Principal

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