



Jessop Stockwell Federation
Lead Headteacher: Ms A.Parker

Tuesday 27th April 2021

Dear Parents/ Carers,

I write to inform you that we have now come to the end of the staffing restructure process across the Federation, and I can now share some updates with you.

JS Federation Consultation Broad Aims:

- Deliver a high quality educational experience for all children at best value
- Be deliberate in our approach to ensure that our children are best prepared for the next stage of their education and their futures
- Be better positioned, as best we can, to offer job security for staff, enabling continuity of care for our most vulnerable children

As a result of changes to the National funding formula, the reduction in birth rates, and the movement of families out of London, over the past year there have been an estimated 20 schools across the borough, which have created opportunities for staff members to volunteer for redundancy and/or have conducted staffing consultations.

The Spring term has been a really sensitive time for many of our staff. The internal restructuring process was designed to meet our consultation aims and minimise the overall number of compulsory redundancies by:

- Reducing the total number of roles and limiting the number of roles deleted
- Providing opportunities for staff to request voluntary redundancy
- Ringfencing recruitment so new opportunities go to existing staff members who apply for the roles

To support the well being of our staff members we have:

- Provided open door opportunities for staff to ask questions and request 121 meetings
- Provided interview and recruitment training
- Provided access to free counselling services to support wellbeing
- Extended employment opportunities

As a result of the restructure, we have seen the departure of valued staff members, who we thank for all their years of service and their contributions to our school communities.

What can we expect from the new structure?

The new structure is not designed to uphold previous ways of working, but provide opportunities for us to do things differently and more efficiently:

- The new support staff team will continue to enable our Hub provision, supporting the inclusion of our most vulnerable learners
- The streamlining of Early Years Foundation Stage roles will provide capacity where we need it, during a period of Pupil Admission Number reduction at Stockwell and Jessop

- Resource Officers will provide administrative support for teachers, whilst adding to the support staff capacity across the school
- The Sports Coach will provide focused delivery of PE sessions to support the delivery of our broad and balanced curriculum, whilst raising the profile of our sports engagement and opportunities for our children across the borough and beyond

In addition to this, we are keen to invest in a broader 'life skills' curriculum, enriching our children's learning journey throughout their primary education in a more targeted way. Further information on this will be shared with you in due course

Bounce back strategy

Our children are indeed bouncing back since the school closure period. However, our teacher assessment gap analysis has informed our bounce back strategy as follows:

- Maximising opportunities for children to learn how to read and understand what they have read
- Maximising opportunities for children to practice the development of their writing and punctuation
- Maximising opportunities for children to be challenged
- Maximising opportunities for children to talk and rehearse their ideas, particularly those pupils for whom English is their additional language
- Maximising fitness opportunities to support children's mental and physical wellbeing

Our curriculum is underpinned by evidence informed strategies. We aim to reduce cultural capital gaps through our closing the vocabulary gap agenda, maths mastery and the interleaving principles of our cross curricular topic based curriculum. Together, these approaches provide increased opportunities for children to practise their skills. We have worked hard to diversify our curriculum so that our children learn through a culture that drives a sense of belonging, aspiration and achievement every day, everywhere, for everyone. We see the development of all of our staff, and the smart use of our resources, as a big part of that.

The new structure has been designed to secure financial and sustainable educational value for the schools. I would like to reassure you that we are committed to ensuring the very best learning experiences and quality of provision that will prepare our children for the next stage of their lives.

We appreciate your support whilst we adjust through this period of change.

Kind regards,



Ms A. Parker
Lead Headteacher



Jessop Primary School & Children's Centre
 Tel: 020 7274 2333 Fax: 020 7274 5367
 Address: Lowden Road London SE24 0BJ
 Email: admin@jessop.lambeth.sch.uk
 Web: www.jessopprimary.org.uk

Stockwell Primary School & Children's Centre
 Tel: 020 7274 7687 Fax: 020 7274 9887
 Address: Stockwell Road London SW9 9TG
 Email: clericalofficer2@stockwell-pri.lambeth.sch.uk
 Web: www.stockwell-pri.lambeth.sch.uk

