



10.03.22

Dear Parents and Carers,

Important Communication from the CEO

I am writing to you in response to communication that I have received about Parental comments on Facebook pages and in WhatsApp groups about the number of staff leaving the academy and the reasons for this. It is important that parents and carers have accurate understanding of the changes that are taking place.

As you will appreciate, the last two years have been a challenging time for schools in managing all the Health & Safety legislation and the variation in structures. This has made the whole nation re-think priorities and adapt different aspects of their lives. This is no different for the teaching profession and therefore we are experiencing these changes within our academies to a small degree.

At Sandringham, we have successfully recruited into a number of positions after receiving resignations. These have been as a result of teachers gaining promotion into new opportunities within the profession and also as a result of some colleagues choosing to sadly leave the profession or choosing a more flexible way of working in the form of supply. From a recruitment perspective, we have received a large number of applications for the roles and this has resulted in us making some excellent appointments, which will ensure continuation of learning within the academy for our pupils. It also shows the excellent reputation of our Trust and of Sandringham in attracting these professionals to our schools.

I know that any changes can be unsettling for parents and pupils. We have implemented a thorough induction process and our new colleagues have already visited the academy and taken part in some of the training events that we have initiated since their successful appointment. We will also implement a **'meet and greet session'** after the Easter break so that parents can come into the academy and get to know our new colleagues and the expectations of the academy.

I hope the above information reassures you that we will continue to do our very best for our pupils within the academy.

I am kindly asking, that if you have any further concerns, please direct these to the Principal or myself as CEO, and we will gladly answer these, rather than putting inaccurate information on social media sites or parental chats. This information can be deeply distressing to staff members and equally is neither accurate nor reflective of the excellent work which the staff and pupils are currently achieving within the academy.



Exceed Learning Partnership

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As a result of the above, due to the evidence we have received, I have instructed our solicitors to undertake a legal process. This has also been reported to the police. We will also carry out an internal process to ensure that all staff members are fully supported.

Within our Trust we have policies that allow any staff member to raise concerns about their current employment, in line with employment law. No reports have been received from any member of staff within the academy, only those of a positive nature due to current developments and training that are taking place.

I trust that I will have the full support of parents and carers in ensuring a smooth transition in the next few weeks and an excellent welcome to all our new staff members to the Sandringham values.

Your sincerely

B.A. Nixon

Beryce Nixon
CEO
National Leader of Education





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