

Dartmoor Multi Academy Trust

...everyone in our Trust.



31/3/2023

Dear Parents and Carers,

Notification of restructure proposals within Dartmoor Multi Academy Trust

I write to inform you that the Board of Trustees have been developing proposals to restructure both our teaching staff and support staff across the trust. Whilst these proposals are subject to consultation, the proposed changes have been developed in order to ultimately enhance the learning experience of pupils. We wanted to make you aware of the prospective changes and assure you that minimising any possible disruption to schooling during the transition is of the utmost priority.

These proposals are being explored to ensure the trust's structures are fit for purpose, meet the needs of our students, and provide them all with the best possible educational experience. Changes in pupil population size population, and an associated reduction in funding, means the Trust has had to explore a wide range of options to ensure we can continue to meet the high standards our pupils deserve.

Through the proposed changes, we hope to make significant improvements to the leadership and staffing models across our primaries. These changes will allow us to better meet the unique needs of each individual school by reorganising the leadership structures. More so, we are exploring these proposals in order to ensure the long-term security of our schools.

Through the additional proposals, we also hope to:

- Bolster our SENDCO provision, providing our students with bespoke support
- Increase the efficiency of our administrative processes across both our primary and secondary academies
- Rework our curriculum offer, adopting a pathway model which more flexibly supports students and staff. This will primarily impact students in our secondary academies.

While we are confident the proposed changes will make significant improvements to our operations and educational offerings, we are also working hard to ensure there would be

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dartmoormat.org.uk

minimal disruption to your child's day to day schooling experience. We are exploring these options in order to enhance the learning experience of our pupils by providing:

- The highest possible quality of education for all local children, in order to ensure students from all backgrounds are able to succeed.
- A fit-for-purpose staffing structure that delivers excellent teaching resources, flexibility, and career development opportunities; measures which will support our objective in relation to delivering the highest quality education in this Trust.
- A staffing structure that demonstrates value for money and meets current financial constraints.

We will now begin a period of consultation with all affected staff and our recognised trade unions regarding the proposals and continue to share updates as they are available. The consultation will commence on **27 March 2023 and end on 12 May 2023**.

Following approval of the proposed changes during the consultation, we will begin the steps to bring our current operations and staffing in line with the approved proposals. In order to maintain as much consistency as possible for our pupils we will also put in place a number of measures to provide positive continuity for our students.

If you have any specified questions about the impact of the process or the proposals, please do feel free to contact me to discuss this further.

Yours sincerely,



Susanne Kiff
Deputy Trust Leader

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