

WOOTTON ACADEMY TRUST

Monday 20 April 2020

Dear Parents and Carers

Recruitment of teachers for September 2020

I want to update you on the progress we are making in recruiting teachers for September 2020. We have appointed four teachers in the last few weeks by video conference. Before that we had appointed six teachers for next September; I am confident that the four teachers we have appointed by video conference would have been selected had we been able to follow a more standard selection process.

Staff recruited for September 2020
One additional teacher of English
One Trainee teacher of English
One Trainee teacher of Mathematics
One teacher of Biology and Chemistry
Two new Year Leaders who teach PE and Child Development
An additional two teachers of Religious Studies
A teacher of History
An additional teacher of Drama
An additional part-time teacher of Music

However, Wootton Academy Trust is finding it difficult to fill some other vacancies, notably in Business Studies. Some individuals are reluctant to consider moving to a new school or college without seeing it in operation under normal circumstances. I understand this position and sympathise with schools facing the challenge of needing to appoint School Leaders in these circumstances.

We have advertised repeatedly for some posts, for example on four occasions to appoint a Head of Business Studies. We have advertised several times for both Mathematics and Science teachers too.

Vacancy	Current position
Two teachers of Business Studies	One applicant shortlisted for interview
Head of MFL	Two applicants shortlisted for interview
A teacher of Mathematics	No applicants who we can shortlist for interview
Two teachers of Science	No applicants who we can shortlist for interview
A teacher of Food Technology	One applicant who has been shortlisted for interview
A teacher of Product Design	Re-advertising shortly

An inability to recruit staff has a very clear implication this may have on option subjects we may not be able to offer to Year 10 pupils from September. **At the Year 10 Courses Evening we indicated that if we could not appoint Business Studies teachers we would be unable to run this course in 2020 – 2021.**

Sadly, I have reached the conclusion that **it is highly likely that we will not be able to offer Business Studies to Year 10 from September**; we must concentrate on recruiting a teacher to enable us to fulfil our commitment to Year 11 and Sixth Form pupils. I want you to be aware of this position as soon as possible.

There is another subject where I have some concern we may not be able to accommodate all the children wanting to study it, Food Technology. We have an outstanding Head of Food at the school and it is no surprise that so many young people want to take the subject to GCSE.

Whilst we are interviewing one-person this week for the vacancy in Food, if we are unable to appoint a teacher, we will be in difficulty. Over many years working in schools I have come to realize the foolishness of trying to offer a course to pupils without the appropriately trained staff. It leads to poor learning experiences for the children and ultimately to poor outcomes for them at the end of Year 11. This is not in the interest of any pupil.

We continue to advertise the jobs we have on our website as well as advertising in the TES and other online platforms. I am sure that we shall ultimately, be able to fill the majority of vacancies we still have. Nonetheless, we would welcome your help in promoting the vacancies to others. Clearly, if you are able to share our vacancies with your friends and families, it might lead to new rich veins of potential staff.

As a Trust we are not alone in facing these recruitment challenges.

In common with other schools, we seek to grow our own teachers, either by welcoming back former pupils after they have completed their undergraduate and/or master degree courses, or by working with local Teacher Training providers to train and then recruit staff.

If you have older children who are finishing their university courses this year who might like to train to be secondary school teachers, please do get in touch with me. Similarly, if you have friends with older children in this situation do encourage them to get in touch.

I would be very grateful for any support you may be able to provide.

I will be able to confirm the position in respect of Business Studies and Food Technology by May 12th.

The purpose of this letter is to give you an update.

Yours sincerely

Michael Gleeson
Executive Principal
Wootton Academy Trust

Wootton Academy Trust operates:
Wootton Upper School & Arts College
Kimberley 16-19 STEM College
Registered in England and Wales
Company No. 7740758

Wootton Academy Trust
Hall End Road, Wootton
Bedford, MK43 9HT.
01234 767123
Email: wootton@wootton.beds.sch.uk
www.woottonupper.co.uk
www.kimberleycollege.co.uk