

Changes to Staffing Structure:

Current:

Head Teacher			
AHT for Inclusion		SBM	
UPS + TLR		UPS + TLR	
UPS			
MPS Teacher	MPS Teacher	MPS Teacher	MPS Teacher

From January 2021:

Head Teacher			
AHT for EYFS and Inclusion	AHT for SENCo and T&L (Temporary)	SBM	
UPS + TLR			
UPS			
MPS Teacher	MPS Teacher	MPS Teacher	MPS Teacher

- David Silvester (JMT CEO) and Jo Davenport (Teaching and Learning Lead) has been consulted during the decision making process.
- The Chair of Governors has been informed of the process and decision making as the situation has progressed.
- JMAT are seconding a AHT to school with experience and skills in inclusion and EYFS.
- The second AHT is a temporary post for 2 term until 31st August 2020.
- An internal advert and application process has been undertaken to appoint to the temporary AHT.
- All actions are in line with HR advice.
- The cost of the additional AHT in 2020-21 budget is £336 including on-costs.
- The cost of the additional AHT in 2021-22 budget is £560 including on-costs.
- Savings for new staffing in 2020-21 budget are £1758
- Savings for new staffing in 2021-22 budget are £2930
- Total saving 2020-21 budget £1422
- Total saving 2021-22 budget £2370
- AHT for EYFS and Inclusion also provides additional income for school via ROSIS funding