

**Ripley Endowed Primary School,
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29th June 2022

Dear Parents and Carers,

A number of questions have been raised about the progress of our conversion to Academy status and the changes to staffing of which we notified you last week.

Whilst I as a parent, grandparent, and former school leader myself, fully appreciate that this can be an anxious and unsettling time for parents, I would like to reassure you that we are confident that measures we have put in place will lead to an improved provision for all our children, which is of course the main concern for us all.

We cannot, and nor would you expect us to, divulge details around the employment, management, development and support of our staff. However, in a general sense we have put in a number of measures to deliver the amount of CPD necessary to fulfil the requirements highlighted in our OFSTED report and the professional entitlement of our teachers. Many staff have expressed their gratitude for this and feel excited at the prospect of the transformation it will bring to the teaching and learning in the Federation.

A small number feel it is not for them and have taken the decision to seek other opportunities both within and outside education.

We have put together a recruitment programme for our vacancies and are interviewing on Friday of this week and on Monday of next to fill these roles. We have a number of strong candidates and are hoping to be able to make some sound appointments.

Our leadership arrangement of Victoria Kirkman and Chris Whitehead as Interim Executive Headteachers will remain in place until conversion. Any rumours to the contrary should be discounted. We are delighted with what they have achieved this far and have every confidence in them

The process around Academisation is necessarily slow and we are in the hands of the Regional Schools Commission and Commissioner. As far as we are aware all is progressing as we had envisaged.

Since the I.E.B. came into being in February 2022 and the Leadership have been in place (April 2022) the schools have been a hive of activity. I have summarised below the work that has been done by the leadership and the I.E.B. and I think you will agree that for a newly appointed board of volunteers, and two new Headteachers, we have accomplished a great deal in a short time.

Major workstreams from Leadership and I.E.B. team include:

- preparing and issuing Academisation consultation documents for parents and staff at Kettlesing
- preparing and issuing Academisation communication documents for parents and staff at Beckwithshaw and Ripley
- holding a Consultation and Communication evening for parents and staff
- consulting additional community stakeholders
- meeting regularly with our Interim Leaders (Headteachers) and agreeing priorities
- continuing our search for a permanent Headteacher
- continuing and progressing discussion with NYCC and Elevate Academy
- beginning an agreed programme of Governor and LA visits to monitor action plans
- reviewing and producing essential policies
- reviewing improvement plans and reviewing post Ofsted Action plans at Beckwithshaw and Ripley Endowed and improvement plan at Kettlesing
- providing extensive CPD and support for staff
- carrying out an external audit of income management and Governance information systems
- introducing an audit of Governor action priorities and establishing workstreams
- discussing feedback from Federation monitoring visits carried out by Governors
- progressing discussions with Elevate and the Regional Schools Commissioner
- agreeing arrangements for recruitment for staff vacancies: interviews 1st and 4th July
- opening consultation with parents and the wider community regarding pre-school at Ripley Endowed
- discussing feedback from Federation monitoring visits carried out by our school improvement advisor
- agreeing pupil voice and parent questionnaire ref safeguarding
- consolidating our interim leadership arrangements: Victoria Kirkman and Chris Whitehead will remain in post until conversion

I hope you will support us in our attempts to put right the issues which were very apparent and clearly identified in the OFSTED reports and will trust that everything we do will be in the best interest of your children.

Yours sincerely,

Anne Vetch

Vice Chair I.E.B.