



Mr. Gary Spracklen - Headteacher (@Nelkcarps)



Maiden Castle Road, Dorchester, Dorset. DT1 2HH



01305 257120



office@princeofwales.dorset.sch.uk



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Thursday 21st March 2019

Dear Parents and Carers,

### Declaration of Restructure and Redundancy Situation at The Prince of Wales School

I am writing to inform you that the Full Governing Body at its meeting on Tuesday 19th March 2019 made a decision to invoke the redundancy and restructuring procedure and that regretfully this may result in reductions in the staffing establishment.

This restructure is necessary due to continued financial restraints faced by the school, caused by ongoing austerity and rising costs.

The school now has no choice but to make efficiency changes to best meet the needs of its pupils.

As Governors wrote in their newsletter to parents and carers in December 2018 -

The Prince of Wales School is funded in the same way as any other Local Authority controlled school. In real-terms, the amount of money we receive per pupil has been decreasing for the last eight years.

Funding for pupils with Special Educational Needs and Disabilities has always been challenging and for a long time our main school budget has heavily subsidised our unit roll budget.

To date, we have off-set decreasing funding by generating additional income. That additional income comes from lettings, our breakfast and after-school programme (CAPOW) and Pre-School provision. Since September 2017, our budget has also been heavily subsidised by increases in lettings and by:

- Tesco Bags for Help Scheme - £4,000 Grant
- Sugar Tax - £14,000 Grant
- Big Lottery Fund - £10,000 Grant
- POWSA - £24,000 Donations

While funding for our main school budget continues to decrease in real-terms and costs for essential services rise, we have become increasingly challenged to deliver a balanced budget.

Without changes, the school faces a deficit budget in the order of £110,000 (approximately 15% of 2019/2020 funding).

The Department for Education (2018) states that, 'staffing costs over 80% of total income are considered high'. Without changes, The Prince of Wales School faces staff costs of over 90% of total income. This is despite having already significantly reduced costs in leadership, admin and facility services over the past twenty-four months.

In addition to this, Dorset County Council cuts to the funding of pupils with Special Educational Needs and Disabilities has only made things more challenging.

As Governors wrote in their newsletter to parents and carers in December 2018 -



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The Governing Body is committed to -

- Using the budget provided by DCC to deliver a high quality experience for current pupils neither creating large future reserves nor licenced deficits.
- Maintaining our fundraising, and hopefully goodwill and voluntary efforts, to continually upgrade our environment and renew our resources so that current and future pupils receive an excellent learning experience.
- Reviewing practices in a timely manner so that we remain efficient and effective.

## **The Governing Body remains committed to these statements.**

Yesterday staff were informally made aware of our intentions and they have now been invited to a formal meeting on Wednesday 3rd April 2019.

The purpose of this meeting is to open consultation with staff potentially affected, outline the full reasons for the proposals and the scale of redundancies required, explain the process and timescales involved and share any ideas colleagues might have that could mitigate the need for redundancies.

**I appreciate that this is an unsettling time for our whole community, however, I can assure you that the culture and ethos of The Prince of Wales School will remain unchanged.**

**Whist I would never choose to enact such a process for the sake of doing so, I can promise you that now it has to happen it will be used to create a stronger, more efficient school that further inspires all children to learn.**

**The school (and many of our current staff) have faced similar situations in the past and every time they have risen to the challenge, I have every confidence we will do so again with your support.**

Any parents and carers with immediate concerns should contact me directly, either face to face or preferably via email at - [headteacher@princeofwales.dorset.sch.uk](mailto:headteacher@princeofwales.dorset.sch.uk). I will always do my best to reply as soon as possible.

You are also welcome to contact any of our governors, details of which are available via our website ([https://www.princeofwales.dorset.sch.uk/website/school\\_governors/](https://www.princeofwales.dorset.sch.uk/website/school_governors/)).

I will provide a formal update to parents and carers at the next Parent Forum which is due to take place on Wednesday 24th April 2019 - 08:45-10:00am in the Staff Room. All are welcome to attend this meeting. For those unable to attend, I will also send home further written communication on the same day (Wednesday 24th April 2019).

I thank you for your continued support.

Yours sincerely,



Mr Gary Spracklen -

**Headteacher - The Prince of Wales School**

T: (+44)1305 257120

E: [headteacher@princeofwales.dorset.sch.uk](mailto:headteacher@princeofwales.dorset.sch.uk)

T: [@Nelkcarps](https://www.instagram.com/nelkcarps)

