

Moss Hall Schools Federation

Moss Hall Infant School Moss Hall Grove, Finchley, N12 8PE 020 8445 9735

Moss Hall Junior School Nether Street, Finchley, N3 1NR 020 8445 7965



www.mosshallinfantschool.org.uk

www.mosshalljunior.co.uk

20 May 2021

Dear Families,

We hope this letter finds you well.

We are writing to let you know that our schools are currently consulting on a restructure which will affect the jobs of support staff in the Junior school and administrative staff across the Federation. We want to share with you the context and reasons for the restructure.

We have always understood that the new Moss Hall Schools Federation would be a time of adjustment, change and learning for all; an opportunity to create a positive and ambitious plan for the future of the schools. We didn't anticipate that this would need to occur during a series of lockdowns but, nevertheless, the schools have made great strides towards the delivery of the plan, which includes a new joined-up curriculum across the whole Federation and staff professional development to ensure that we have consistently high quality teaching.

During recent visits to the schools by our Learning Network Inspector from the Barnet Partnership for Schools Improvement (BPSI) each school has had very encouraging feedback. This means, in particular, that in the Junior school we are well on target to gain a Good rating at our next Ofsted inspection.

However, our schools face financial pressures. Pupil numbers across the borough and in London are decreasing and we have seen an additional decline in numbers as Covid-19 has caused families to move out of London and be recalled home to other countries by their employers. Covid-19 has also meant a massive reduction in our lettings income with little associated reduction in expenses. Our pupil make-up has changed too. The schools are funded to employ teaching assistants to support some children with particular needs, but many of these pupils have moved on from the Juniors. This has led to a considerable drop in the schools' overall income and the Junior school is now running a deficit budget.

The proposed restructures will re-align the roles of our teaching assistants and meal-time supervisors with the current requirements of the school. We will also create a cross-federation administrative and finance team that will allow us to develop our staff and create new specialist roles. The proposals have been developed in consultation with the local authority and we have looked at other successful schools of a similar size. Wherever possible, staff will be offered opportunities for redeployment and we will do everything that we can to avoid compulsory redundancies. The restructures will produce financial sustainability over time and we are confident that the proposed new structure will allow us to continue to deliver high quality teaching and learning. No class teacher roles are affected.

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The governors wish to express their wholehearted support to the senior leadership team and all the staff across both schools at this time.

We understand that this letter may prompt questions about what you can do to help support the schools financially. We'll be in touch soon with some ways to help that build upon the great support that we already get from the MHSA.

Please get in touch with governors via either school office if you have any questions. A member of the Governing Board will be happy to try to answer your questions.

Lis Maimaris, Acting Chair of Governors and Joel Philips, Acting Vice-Chair of Governors, Moss Hall Schools Federation, on behalf of the whole Governing Board.