



4 May 2021

Dear parents and carers,

I am writing to you today to inform you about some proposed staffing changes that we are undertaking at the Academy.

We are proud to serve the Isle of Sheppey community and we take our responsibility to provide the best possible education for our young people seriously. As a public-sector provider we are entrusted with limited funds by the government to meet this responsibility, which means we must continually review our decisions to ensure we make them based on what is best for our students.

The Academy continues a journey of improvement and the progress we are making is increasingly recognised - we are expecting record numbers of students to join the school for this coming September. However, we still have steps we need to take.

We want to change the roles we have within the staff team so that we can provide every student with more access to specialist teachers in smaller class sizes so that they can reach their true potential. Given the disruption the pandemic has brought, we know that all our students need and deserve extra focus to help their learning recover. We also want to provide enhanced support to those students who have difficulty accessing learning or join us with low attainment, and to deliver our high-quality curriculum more effectively. We have therefore been recruiting for a number of new teachers to join our academy to do this.

So that we can best meet the needs of our students by changing the roles within our staff team, whilst maintaining a balanced budget, we have to make reductions to the numbers of staff who perform other functions and duties at the academy. This is not a process that we are undertaking lightly, and we are working closely with those members of staff whose jobs are at risk as well as their unions and professional associations. Those staff whose roles are being withdrawn will be given priority consideration for relevant new roles that are being created.

Whilst changes in staff structures are relatively commonplace, I wanted to write to you so that you understood why we are making the changes that we are planning, and to also reassure you that your child's learning will not be disrupted by the restructuring process.

Thank you for your continued support as we take some of the decisions necessary to deliver the very best possible outcomes for your child.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Tina Lee'.

Tina Lee  
**Principal**

**Principal – Miss Tina Lee**

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