



## ST MICHAEL & ALL ANGELS C. E. (FOUNDATION) PRIMARY AND PRE-SCHOOL

Respect. Resilience. Responsibility. Confidence. Co-operation. Compassion.

20 October 2022

Dear Parents/Carers

### **Staff recruitment**

You may have seen in the media that schools are finding it increasingly difficult to recruit skilled staff. This is compounded by the fact that the private sector is paying higher wages for roles and schools are unable to compete with these salaries. Schools are unable to offer higher rates of pay.

As you know there are huge increases in costs for all homes and businesses for example energy, food and paper. The funding crisis within schools is widely reported on, as is public sector pay. Currently the unions are wrangling over a pay deal inline with inflation. The difficulty for schools is this pay award is not fully funded by the Government, again adding to increasingly strained budgets.

The impact of this is that it we simply cannot afford to replace staff. After half term some teaching assistants will moving classes. Our aim is to ensure that all classes still have support, which is something many other schools have been unable to maintain. We are very lucky to have staff who are flexible and able to do this successfully.

Yours faithfully

*Mrs C Berry*

Head Teacher

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