

## **Minutes of the Parent Consultation Meeting**

**Held on 22<sup>nd</sup> November 2017 at 2.00pm**

The Head Teacher opened the meeting by thanking the parents for giving up their time to attend the meeting and participate in the previous meeting.

We went over ways in which to communicate what happens at the meetings

### **Responses to Concerns Raised by Parent Consultation Group**

#### **Response to High Staff Turnover**

- Profession has become far more stressful and very different to years ago.
- Level of administration is very high
- There is a teacher recruitment crisis
- The choice of good teachers is not what it was.
- Teachers make the decision to move on much quicker.
- Stress is a major factor for moving on along with family problems.
- When the Head Teacher started some of the older members of staff did not agree with the new ethos. There was bad feeling from the start as many parents questioned why the Deputy Head wasn't considered for the role.
- The expectations of parents are very high from parents at Tunbury.
- Many children that start at Tunbury are at a higher level than other school therefore adding more pressure on the teacher.

#### **Recruitment of New Staff**

- Process is rigorous
- Candidates are first invited to the school to get a feel of the place and to see if they think it would suit them.
- Candidates are then asked to submit application
- Candidates shortlisted
- References sought (asking very specific questions)
- Candidates are then invited to be interviewed where further rigorous questioning takes place.
- When teachers leave employment Tunbury do hold an exit interview (something which is not common place at all schools) asking for feedback on working conditions.

## **Concerns Raised Regarding Quality of Teachers and Frequency in Use and Recruitment**

- All staff are entitled by law to a release in their timetable to (for carrying out their PPA duties, planning, preparation and assessment). Therefore there will be occasions when this happens. The organisation of this is the Deputy Head's responsibility.
- The Deputy Head is in charge of booking supply staff. We now only use one agency with which we have confidence.