

16<sup>th</sup> April 2021

Dear Chair of Governors,

We have just met with Duncan and Teresa regarding The Bay consultation that is primarily affecting the secondary site.

All 4 unions are unanimous in calling for a new, fully comprehensive consultation document to be created. We feel that using last year's one is not fit for purpose as there have been too many changes to staffing during the past 12 months for it to still be relevant and that the brief addendum is not enough. Feedback from members include it not being straight forward to read and a lack of clarity leading to poor meaningful financial justifications.

We ask that a new up to date consultation document be created. We understand that since last year many staff have either resigned or have taken voluntary redundancy. The impact of these savings and the redistribution of the aforesaid funds needs to be highlighted to employees. We understand that the school is at capacity for year 7 next year and yet this hasn't impacted on the budget either.

Furthermore, we request the inclusion of a copy of the present full staff structure, including SLT and the staff at the primary site being that The Bay is an all through school. A copy of the proposed future staff structure would aid understanding too.

In addition, we are questioning page 5 of the original document, "Following the TUPE of staff in September 2018 from AET to The Bay, the staff costs were 102% of the total income for the school. By 2019-20 the staff costs reduced to 92.25% of the total income." According to AET's published and audited accounts, in 2018, staff wages made up 74.7% of the total budget. Clarity is necessary here, so that colleagues can understand why and from where the 102% in wages has come.

Please could you confirm whether the £30,000 that AET paid back to Isle of Wight council was redistributed to the new all through school?

The request to see the TLR monetary values, not just gradings, as well as workload impact assessed evidence for any post that may be in receipt of a lower value was raised today and we look forward to receiving these details.

Our members are very distressed and unhappy at present and still have many unanswered questions, which could be better supported with updated documentation. We sympathise that the Covid impact has not impacted favourably on events. However, we share this request for a new consultation document containing all the latest relevant detailed data. In this way, we feel that we could meaningfully support all concerned through this process.

We look forward to your response.

Kind regards,

Liam Cummings ( GMB)

Adrian Baker ( GMB)

Dawn Garey (NASUWT)

Dominic Coughlin (NEU)

Peter Sheeve (NEU)

Mark Chiverton (UNISON)