



Hilltop School

An academy within Nexus MAT

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Headteacher: Mr Rob Mulvey



25th January 2023

Dear parents and carers

I am writing to you all to inform you of some changes that will be happening at Hilltop in relation to the Family Support Team and the offer of support that they currently provide to all our families.

As you will undoubtedly be aware from the national press, all schools are facing huge budgetary issues due to the astronomical rise in utility bills and as a result of funding the recent round of staff pay awards. All support staff were recently awarded a pay increase which was back dated to last April. These pay increases are thoroughly well deserved as all our support staff do an amazing job enabling our students to be the very best they can be, often going above and beyond for the good of the children in their care.

Unfortunately, these pay awards were not financially supported from central government and schools have had to pay for them from an already over stretched budget. This has been felt even more acutely at Hilltop School as we have the full time equivalent of 80 support staff.

As a consequence, we have faced a budget deficit and in order to recover from this situation we have had to make some difficult choices.

Some of our staff have lost additional contracted hours which they work after the school day has finished and this has resulted in a reduction in their salary. Also, sadly I now have had to use members of our highly skilled family support team to work more in classes to support staffing levels.

This will obviously mean that the support offer that Hilltop has provided for all its families and carers will not be as robust or comprehensive as it has been for many years. It saddens me greatly to have to take these measures but the primary concern at present is ensuring financial stability.

We still have a family support team – albeit reduced in size and support will still be offered but on a smaller scale.

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Moving forward if by any miracle additional funding is provided to schools by the government then we may in the future be able to have a support team as comprehensive as the one we have had.

If you wish to discuss this issue and its implications with me further then please do not hesitate to contact me here at school.

I would also like to take this opportunity to communicate with you Hilltop's position regarding the proposed strike action by members of the NEU Teachers Union on Wednesday 1st February.

Some of the teaching staff at Hilltop will be taking industrial action on that day but I have made the decision to keep the school open as I believe we have enough staff remaining in school to ensure that students will be safe. There may well be a change to the usual timetable as we are able to suspend the curriculum for the day and offer enrichment activities instead.

Again, if you wish to discuss this with me in more detail then please do not hesitate to contact me.

Regards

A handwritten signature in black ink, appearing to be 'RM' followed by a stylized flourish.

Rob Mulvey

Headteacher