KEY ISSUES

|  |  |  |  |
| --- | --- | --- | --- |
| STAFF MORALE | | | 4. FINANCIAL SUSTAINABILITY |
| 1.POOR PAY | 2. WORKLOAD | 3. SUPPORT & COMMUNICATION |

CURRENT PROPOSED SOLUTIONS

|  |  |  |
| --- | --- | --- |
| 1. INCREASED PUPIL NUMBERS | 1. LONG-TERM FEE INCREASE ABOVE INFLATION | 1. ADDITIONAL STAFF RESOURCE |
| Improves financial stability | Improves financial stability | Additional non-teaching staff member focussed on: |
| Better financial position enables us to improve pay | Better financial position enables us to improve pay | * Strategy and management to increase pupil numbers |
|  |  | * Reducing burden of non-teaching tasks for teaching staff |
|  |  | * Supporting staff welfare and communication |
|  |  | * Supporting management and strategic functions |

PROPOSAL TO CONSIDER

|  |
| --- |
| POSSIBILITY OF CHANGING SCHOOL TO A PRIMARY SCHOOL ONLY |
| Potentially makes school more attractive to families worried about transition at 14? – thereby increasing pupil intake |
| Potentially increases number of pupils relative to number of staff – thereby increasing financial sustainability (which may help to improve pay) |
| Potentially reduces staff workload particularly for teachers with secondary school age pupils |