All Saints CE (VC) First School and Busy Bees Pre-School

Caring, Succeeding, Flourishing,
Whilst carrying our values in our HEARTS.
I can do all things through Christ because he gives me strength (Philippians 4:13)

Headteacher: Mr David Elliott-Hancock

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12th November, 2026

Dear Parents,

We are writing on behalf of the Governors to let you know what will be happening at school from January and why. We realise that these changes may cause you concern and that you will have questions about what this will mean for you and your children. The Governors are committed to securing the best outcomes for the school and the children and families that it serves.

As many of you will be aware, the number of children at All Saints School has been dropping in recent years which reflects the falling birth rate across the country; this directly impacts the amount of money that the school receives from the Government via the Local Authority (LA). The school has been running at a financial loss for several years and this situation led to the LA issuing the school with a Notice of Concern which requires the school to take action to bring its finances back into balance. We are not the only school that this has happened to; many schools across the borough and the country are in a similar situation. The Governors have tried very hard to find ways to solve this situation without it impacting on the children and staff but unfortunately the Notice of Concern has left us with no choice but to make some very difficult decisions about the structure and staffing of the school.

It became clear last year, with increased pressure from the LA, that we would have to move to a 2 class structure and make a teacher redundant. This is what led to the changes in the classes from September. Ideally, all the changes would have taken place at this time, however due to a lack of support and help from LA the full changes were not able to be implemented at that time. The redundancy process has now been completed, and this means there will be changes to the staff from January 2027. Governors, along with the staff, will do their best to minimise the disruption to the children, and staff will take time this term to help the children understand what the changes will mean for them.

Alongside the changes to staffing that the Governors have had to make, they took the decision that the best way to secure the future for the school is to join a Multi Academy Trust (MAT) and become an academy. What this means for the school is that it will be funded differently and will be overseen by the MAT who will be able to offer far more support than the LA currently offers. This process is complex but is progressing, and we are currently undertaking due diligence which means we will ensure this is right for the school and the children.

This means for the school, for you and your children, that we will unfortunately be saying “Goodbye” to Mrs. Abbotts at the end of this term. Mrs. Abbotts has been at school for many years and served it in many ways, most recently as the SenCo and part-time class teacher of the older children. In addition, Mr. Elliott-Hancock, who has worked so hard to lead the school over the last year alongside his teaching responsibilities, will leave school at the end of this academic year, August 2027. The Governors would like to take this opportunity to thank both Mrs. Abbotts and Mr. Elliott-Hancock for all that they have done and continue to do at school to support all the children -their roles mean that they have responsibility for all children and it is clear to see how much children love them and parents value them.

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Staffordshire County Council
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OPERATION ENCOMPASS In every force. In every school. For every child.

The Governors would also like to thank all the staff in school; teachers, teaching assistants, who have also been impacted by changes this year, and all the support staff for their continued hard work throughout what is a very difficult time for the school.

As part of the restructure, the teachers have taken time to reflect on how the changes implemented in September have been working and where they need to be adapted to best meet the needs of all the children. Whilst we recognise that change is difficult and that some children find change harder to manage than most, we applaud our teachers for wanting to get the structure absolutely right for the children and therefore the class structure will be as follows.

Years 3 and 4 will continue to be in the Spires Class and be taught by Mrs Devonport.

Reception and years 1 and 2 will be in the Locomotives Class and be taught by Mrs Griffin. Busy Bees will be in a separate class and be taught by Mr Elliott Hancock in the mornings and by Mrs Jones and Mrs Hill in the afternoons.

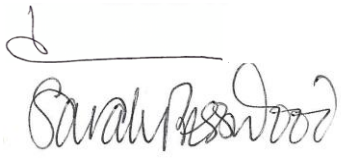
Separating the year groups in this manner will ensure a more even split of the children across the two classes and will also mean that our Year 2 children will benefit by not being taught in a class that spans across two different Key Stages of the curriculum and ensures that all year groups will benefit from more focused input from the class teacher.

SenCo support will be brought in from an external source and we are currently finalising the arrangements for this. For all the children with SEND, it is their class teacher who is their primary contact and who has responsibility for implementing the plans drawn up by Mrs Abbotts. We will ensure that all these plans are up to date and that there has been an appropriate handover to the new SenCo.

Governors want the school to flourish and in order to do this we need to attract as many children as possible. We are delighted that five new children have already joined the school this year and that we have had several enquiries from new families. Going forward the arrangements in school will mean that we can offer places to families with children of all ages whilst offering the best educational outcomes for all. We are looking forward to our Open sessions on the 18th November and the 3rd and 5th December and would appreciate any support that you can give the school by spreading the word of the wonderful nurturing community we have at All Saints. The steps we are taking will ensure the future of the school.

If you would like to discuss this further with the Governors, please don't hesitate to get in touch.

Yours sincerely



Anne Lovewell and Sarah Presswood

Co-Chairs of Governors