



5th February 2015

Dear Parent/Carer

I write to inform you of the really difficult decision we have made to undertake a staffing restructure at Ark William Parker and Helenswood Academies.

Both schools have suffered from falling student numbers over past years. This is due in part to population movements across East Sussex, whilst being hit by increased costs, risking their financial viability. To secure their long-term futures, it is important that we act now.

I will be working across the two schools, leading on this restructure and increasing collaboration as Regional Director in Hastings. However, I can assure you that this additional responsibility will not detract from my focus on securing the best outcomes possible for every student at Ark William Parker.

Please be assured that we will continue to deliver a broad and balanced curriculum, underpinned by our strong focus on English and Maths, and we will have the staff to provide this. In all core subjects we will continue to group students by ability and ensure that those identified as having additional needs are appropriately supported. We will also continue to provide a safe, orderly and caring environment for your child to learn and develop.

We expect this restructure to affect around 19 teaching and support posts at Ark William Parker. Whilst remaining as two separate, single-sex schools, this restructure will bring about a much closer collaboration between the two academies, including our governing bodies meeting together building on the spirit of collaboration that began with our joint sixth form. We will be consulting with staff, trade unions, parents, the local governing bodies, diocese and local authority throughout.

I recognise how upsetting a process of this kind may be for all involved, but I am confident of the professionalism of all of our staff, and their continued commitment to the education and wellbeing of the students in their care. As with everything we do, our number one focus is on improving educational standards. We will be doing all we can to ensure minimal disruption to our students, and to support our staff during this difficult time.

I will keep you informed throughout the process and will share the new school structures in due course.

Best wishes,

Yours faithfully

A handwritten signature in black ink, appearing to read 'Mark Phillips', with a horizontal line extending to the right.

Mark Phillips
Principal