

# Ormiston Bolingbroke Academy

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**Principal: Kathryn Evans BA (Hons) NPQH**



Ref: KES/MSE

12<sup>th</sup> March 2025

Dear Parents and Carers

I am writing to provide you with a number of updates regarding our academy.

The first update I wanted to share is regarding future planning for staffing arrangements at our academy. For a long time, we have chosen to over-staff in many subjects, but we now need to bring this in-line with pupil numbers and within appropriate levels. As a result, and following careful consideration, we are consulting with staff regarding potential changes to our structure from September 2025.

No decisions have been made, but we need to undertake this consultation due to several factors, including significant population changes and falling birth rates. We have, therefore, taken the decision to review our existing provision to ensure our students continue to receive an excellent education and that we can continue to run our school sustainably.

We are, of course, making considerations within our planning to minimize any impact on current staffing arrangements and we will be providing additional support for staff as needed. Unfortunately, this process may result in a small number of redundancies. We have also ensured there will be no impact on core subjects as a priority.

Throughout this process, we will remain resolute in our commitment to placing our students, colleagues, and wider communities' best interests at the heart of every decision we take. We will be in touch again once the consultation process is complete to confirm any next steps.

As with every school across the country, each year, we balance the capacity of staff against the interest in a specific course, which can result in an adjustment to the options on offer at Key Stage 4 and in the 6<sup>th</sup> form. Once these subjects are confirmed following option choices, we will update you. Any changes will be made from September 2025 and will not impact current Year 12 students who have begun their A Level courses.

We will continue to support all of our students as they prepare for their next steps and as ever, our priority remains providing the very best education for them and ensuring that they are in the best position to flourish.

If you have any questions, please do not hesitate to get in touch.

Thank you once again for your ongoing support.

Yours faithfully

Mrs Evans  
**Principal**