

The Consortium Multi Academy Trust

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Weekly Staff briefing

26th March 2020

Dear Colleagues

As we approach the end of a week like no other, it is a good opportunity to pause and reflect, I am truly grateful for having such a determined and dedicated team. If you took part, as my household did in the national applause to the NHS and care sector at 8pm this evening I hope you felt that sense of community ringing out – here in Fressingfield a small village in north Suffolk I could hear the claps and cheers from my now isolated neighbours. It is important that you understand that you are playing an absolutely vital role in keeping critical workers like those applauded this evening at work and offering the security and reassurance that our pupils need. I applaud you for your efforts.

As the government has announced there is a further restriction on the movement of individuals in a bid to halt the spread of the coronavirus. I have asked the Education Centre Leaders to monitor the numbers of pupils attending our 7 centres and ensure that staffing is maintained at a safe level but with as few members of staff as possible. The police are now stopping drivers and challenging whether their travel is essential. **Colleagues that are attending a centre to supervise children must travel with a printed copy of your rota on headed note paper and wearing your photo ID.**

Working from home is a strange and for some a challenging concept, we are all very fortunate that our salaries as public servants is secure for the foreseeable future. But, with that salary security comes responsibility that tax payers' funds are being used effectively. Please ensure that you engage with the tasks that Education Centre Leaders provide you, next week we will also be rolling out a significant CPD programme – including background reading, online courses and even OU qualifications.

I appreciate that in this time of crisis, work may not be your top priority and the Trust will support those that are playing a full role, whether that is working at a centre or working from home. Your health is very important and for those colleagues self-isolating due to an underlying health conditions that make you vulnerable and for others who need time to care for elderly family members or children we will be as flexible as possible to support you. I have asked all leaders and managers to operate our systems in a caring and flexible way, no proof from you is required and we are operating on trust.

But, a word of caution – it has been brought to my attention a few issues where colleagues have perceived the actions of others as not being fair. Social media posts that appear to show a different picture to the one individuals have reported to the Trust can cause significant upset between colleagues. Managers will seek clarification when issues are reported to us, please do not be

offended or defensive. I am sure that everyone will agree that fairness and transparency is in everyone's best interest.

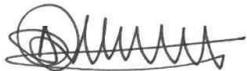
I assure you that we are working hard at the central team to keep the Trust working as normally as possible, the Critical Incident Team meets weekly on a Tuesday, followed by the Education Team meeting on Thursday. I am holding further weekly meetings with officers from Norfolk and Suffolk Local Authorities and fellow CEOs of Trusts from across the eastern region. Your individual contributions are so very important and as I have stated before I am grateful for your efforts.

I plan to write to you on a weekly basis in a staff briefing, I am here for you should you wish to raise anything directly with me. Please feel free to contact me via my email:

principal@consortiumacademy.org

Take care and stay safe.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Andrew Alders-Dunthorne', with a circular mark at the beginning.

Andrew Alders-Dunthorne
CEO & Principal

Cc: Trust Board and Members
Locality Committee members