

## Tweedmouth West First School - Governors Response

We met as the Tweedmouth West First School governing body on 15.2.23 to discuss the future for Berwick schools. Please find below a summary of the points from that discussion and use this as the feedback on behalf of the full governing body. The bullet points of which are, as follows:

1. Our majority opinion is in **opposition to moving to a two tier system**.
2. As a priority, **the Grove Schools and the Academy require new suitable buildings** to increase Grove School capacity and improve Academy outcomes.
3. Appropriate consideration and **support should be given to the wellbeing of the employees** throughout any changes which may occur.

We elaborated on the above points:

1. Our majority decision is in **opposition to moving to a two tier system**. As things stand, currently we are not convinced that a move to a two-tier system is the correct decision. Rather, we believe a two-tier system is likely to create more issues than it may solve for our unique and rural arm of Northumberland and would not build on the successes and positive elements that we already have. Namely, our first schools, middle schools and the Grove School.

We are therefore interested in the plan put together by Tweedmouth Middle School and Berwick Middle School, and would like to investigate this possibility further:-

- 3-tier education preserved
- 1 restructured Middle School
- Campus-style site which will benefit all schools and the Community
- centralised Middle School support hub to provide: budgetary support, curriculum support, leadership support, specialised peripatetic teaching feeding to all partnership schools, careers hub
- central local authority hub to provide SEN/EWO/Family liaison which Partnership schools are struggling with

2. In addition and as a priority, we want the Grove School facilities to significantly increase in capacity to meet the needs of the community as we recognise that the specialist support provided by the Grove school is an asset to be proud of. **We believe both the Grove Schools and the Academy require new suitable buildings** in order to achieve this.

We completely support the plan put together by the Grove school (see attached)

3. Finally, we discussed concerns over staff wellbeing throughout this process. Job insecurity leads to increased work related stress, which, according to the HSE, is the biggest cause of absenteeism in the UK. Employers are legally responsible for preventing and not contributing to work-related stress and carrying out stress risk-assessments, where possible. Moving to a 2 tier system would involve huge disruption to members of staff, which we feel is unnecessary.