

Consultation: Changing the School Day

We are writing to include you within our consultation regarding some proposed changes to the length of the school day at our school.

Currently, the Trust school week is 35 hours, 2.5 hours more than the [Government expectation of 32.5 hours per week](#). This is having an impact on our ability to recruit and retain staff, increases staff workload, and negatively impacts their wellbeing.

Our proposal is to reduce the school day by 30 mins per day.

		Current School Day	Proposed School Day
The Howard			
	EYFS, KS1/2	8.30am - 3.30pm	8.45am - 3.15pm

Should the changes be approved, they will come into force from September 2024.

We believe that these changes will have a positive impact on recruitment and retention, as well as staff workload and wellbeing. In addition, this change will allow our schools to maintain a balanced budget, removing the need for staff reductions going forward in these financially difficult times. Our values based decisions aim to retain our current staffing structure, maintaining jobs and educational provision with as little impact on children's learning as possible, while ensuring we are financially stable.

Our consultation is being conducted with Governors, staff and their Trade Unions, and parents/cares. We will work together so that there is minimal disruption to families and children's learning. This consultation follows the [Government Consultation Principles 2018](#).

We appreciate that these changes may affect you in terms of childcare or working arrangements. For this reason, Directors have agreed to stagger the cost of additional time within Care Club until after October half term if the proposed changes go ahead.

We are aware you may have questions, including about the impact on your child's education. We would like to invite you to please share any feedback that you have by completing [this google form](#). Following this, we will publish a Q&A document, which will be refreshed as new questions and information are received.

The process is as follows:

Directors	Exploration on White Paper Formal Decision to Consult	05.05.23 29.09.23
Headteachers	Formal Notification, discussion and Business Case preparation	05.05.23
Local Governing Committee	Formal Notification of Consultation	06.02.24
Staff/Trade Unions	Formal Notification of Consultation on Employment	09.04.24

	Matters related to the Business Case	
Parents	Formal Notification of Consultation	11.04.24

We will release the final results of the consultation by 03rd May and communicate this to parents via email.

Yours sincerely,



Mr J Wynn