



LITTLE ILFORD SCHOOL

COURAGE • COMMITMENT • COMPASSION

Rectory Road, London, E126JB

Tel. 020 8478 8024 | info@littleilford.org | www.littleilford.newham.sch.uk

Twitter: @littleilfordsch | Instagram: @littleilfordschool | Facebook: @OfficialLittleIlfordSchool

Headteacher:
Andrew Finn

19th January 2026

Dear Parents/Carers,

Following our ACAS-facilitated meeting with the NEU representatives yesterday, I wanted to provide an update to you with what has been offered to date and also during today's session:

Offered today:

- All staff's timetables to be reduced to 49 periods by next Monday (26th January). For just over half of staff, this will involve the removal of 1 period of department time. For staff who are on 50 teaching periods to be offered a 9am start on assembly days to make up for the additional one period of teaching time. This arrangement will prevent the need for whole school re-timetabling and avoid negatively impacting the budget and quality of education we provide.
- A new flexible working strategy for all staff, support and teaching, constituting 1 hour 40 minutes per term. Increased to half termly if possible, based on review of initial implementation.
- An agreement to return to a loading of 48 teaching periods from September. This will have to include a curriculum review - which will consider class sizes (No greater than 30 students, in line with NEU guidance), the teaching of second subjects and consideration of our curriculum offer.
- PPA time for TA's will be approved on a case by case basis
- Job descriptions for support staff will be reviewed by the end of Spring 2, if requested. All support staff job descriptions will be reviewed by the end of the academic year in line with normal practice
- If the CPD and online meetings for all staff are extended, substantial and match your contracted hours in length, then this can be completed at home.
- Scheduled half term meeting with unions and headteacher

Previously agreed/implemented:

- A commitment to ensure we are within the 1265 Directed Time Budget. Directed time is now in line with NEU guidance for mainscale teachers at 7.9 (NEU recommendation 7.2) and 3.9 for Middle Leaders with an agreement that if anyone goes over this time, arrangements will be made for payback of hours
- Online parents' evenings. date of implementation to be confirmed
- EFA observations reduced for part time staff, implemented with immediate effect



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- RAP meetings to take place on Mondays during the school day, and within directed hours, have already been implemented
- No timetabled/scheduled cover periods - under timetabled staff will no longer be used for whole school cover. This was implemented from December 2025.
- Learning Walk review agreed and timeline shared
- Only one event or meeting per week (implemented from December 2025)
- Rota for staff attendance to Open Evening and Option Evenings, from September 2026
- Maternity working group set up by February Half term
- Heatwave protocol created and shared with staff by Easter

The NEU representatives have indicated these proposals would not be accepted by staff. We are committed to continue working with all stakeholders to create the best possible working environment for our staff at Little Ilford School, however we do feel we have reached the limit of what we can offer with the constraints of our budget, whilst maintaining a high standard of education for our students.

Unfortunately, due to missed teaching time, we are currently revising the school calendar. As some subjects have not yet completed the curriculum, we will not be able to hold the next set of Year 11 mock examinations. However, departments have been informed that they may conduct in-class mocks at their discretion. As mentioned in our recent online meeting, we are also looking into scheduling extra sessions during weekends and holidays, subject to staff availability.

I would like to offer parents another opportunity to meet with me for a **Question and Answer** session at **5:00 pm tomorrow**. This will be held **face-to-face** in the school auditorium. However, I will also provide a link for those who would prefer to join us online.

Kind regards,
Mr Finn