The Florence Nightingale Academy
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Headteachers: Mr A Lumley & Mr G Thomas

Tuesday 13th October 2026

Dear Parents and Carers,

I am writing to share some changes to our staffing arrangements, which will take effect after the half-term break.

I appreciate that further changes may feel unsettling, particularly for children who have already experienced different teachers. We understand how important familiar adults and consistent routines are for children's wellbeing, happiness and learning. Our priority is to create greater stability across the school and reduce our reliance on supply teachers. These arrangements will provide more consistent teaching and help children build positive, secure relationships with the adults who support them each day.

The changes are as follows:

- **[Year 2 - Newcastle] - Natasha Jones / Peter Hunt**
- **[Year 5/6 - Swansea] - Henry Sainsbury**
- **[Year 5 - Portsmouth] - Long term staffing arrangement (TBC)**

We will work closely with all staff involved to ensure a smooth and well-supported handover. Important information about children's learning, routines and individual needs will be shared carefully. We will also talk with pupils about the changes in an age-appropriate way, giving them plenty of opportunities to ask questions and share any concerns.

We recognise that change can take time to adjust to, and we are committed to supporting children and families throughout this process. Our aim is to establish a settled, caring and supportive staff team where every child feels known, valued and secure, while receiving the consistency and high-quality education they deserve.

I would like to invite you to a meeting on Tuesday 3rd November 2026 at 9.10am. This will be repeated at 2.30pm. There will be an opportunity to ask questions, and we will be able to update you on our planned improvements.

Thank you for your continued patience, understanding and support.
Yours sincerely,
Gareth Thomas
Interim Headteacher

THE WHITE HILLS PARK TRUST