

19 April 2021  
KOn/CGn

**To: All Parents/Carers of students in all year groups**

Dear Parents and Carers,

I am writing to update you on our plans for King's Oak Academy's ongoing development as an all-through school, which include changes to our staffing and teaching structure.

Since 2011, when King's Oak joined the Cabot Learning Federation, we have steadily increased the number of year groups and students and opened our new primary phase building, the Acorn.

In September 2021, King's Oak will reach both our 100<sup>th</sup> anniversary and full all-through status, with children learning in every year group from Reception to Year 11. Both are significant milestones for our school and I would like to thank you for your support, commitment and loyalty as we take this journey together.

Now, following extensive review and consultation, we are redesigning our structure to deliver a full all-through academy learning experience for the first time. This new structure will better support the needs of all our children as they progress through the academy from Reception to Year 11.

From September 2021, King's Oak Academy will move into three distinct phases; **Lower School** (Reception\* – Year 4), **Middle School** (Years 5-8) and **Upper School** (Years 9-11).



*\*Reception will be known as the Acorn*

All staff will teach and support students within the Lower, Middle and Upper School (primary trained teachers will only teach in the Lower & Middle School; secondary trained colleagues will only teach in the Middle and Upper School).

Our new structure will allow students to continue to learn within relatively small and secure learning communities within the all-through academy, where they are well known, can thrive and develop.

It will provide a planned and smooth transition across each key stage as students progress from the Acorn to Year 11.

There will also be deeper learning opportunities for students in Year 5 and 6 and those in Year 7 and 8 from specialist teachers, in specialist rooms, while continuing to ensure their intellectual and emotional needs are met within secure environment.

**WORK HARD, BE KIND**

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## The new all-through structure

The academy day will continue to follow 5 x 1 hour lessons using a one-week timetable. Teaching and structure in the Acorn (Reception) and Years 1-4 will not change.

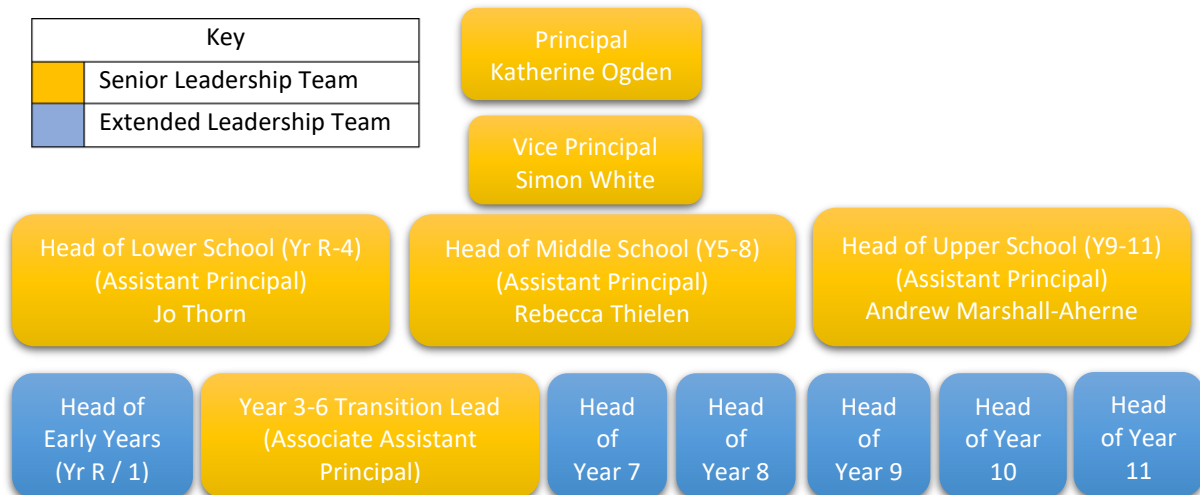
**In Year 5 & 6**, both year groups will remain two-form entry and will continue to learn on the Lower School site. For some lessons, students may move across the site to access specialist facilities, for example, Science, Music or PE. Students will be taught English, Maths, Science, History, Geography and RS by the Year 5 and Year 6 teachers. PE, PSHE, DT, Art, IT, French and Performing Arts lessons will be delivered by subject specialist Middle School teachers.

**In Year 7 & 8**, both year groups will remain five-form entry and will be situated on the Upper School site. The staffing structure is designed to serve as a transition between primary and secondary education, therefore students will be taught by an increased number of subject specialist staff whilst still retaining elements of primary class group education. Students will be based in a Year 7-8 learning zone for the majority of their lessons and will move across the site to access specialist facilities, for example, Science, Music, PE.

As students transition into the Upper School (**Years 9-11**), lessons will be taught by subject specialists and where appropriate, sets will be established. The one-week timetable, all option choices for Year 9 into 10 and allocated subjects for Year 10 into Year 11 will remain the same.

## Academy Leadership

The senior team has been redesigned to ensure there is strong pastoral and academic leadership across the all-through **Lower, Middle and Upper Schools**. The diagram below summarises the new senior and extended leadership team structure. In addition to this diagram, our SENCo, Rob Chomnicki and Senior Operations Manager, Cate Gillman will also continue to work in our senior team.



Each Head of Year will lead both the academic and pastoral care for their respective year groups. The Heads of Year 7-11 will follow a reduced teaching allocation to ensure that they are able to work with children, parents and external providers to support children.

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## Staff changes

The introduction of the Heads of Year positions, with responsibility for academic and pastoral care, has removed the need for the Heads of House roles from September 2021. Adele Rice (formerly Head of Pegasus House) and Nicky Baker (Acorn Pastoral Lead) will remain at King's Oak Academy as the school Designated Safeguarding Lead and Deputy Designated Safeguarding and Family Liaison Lead.

Catherine Walbridge (Head of Olympus House), Julie Felski (Head of Hercules House) and Nicky Younger (Head of Orpheus House) will be leaving King's Oak Academy on 30<sup>th</sup> April 2021 to pursue new opportunities. Catherine, Julie and Nicky have been brilliant pastoral leaders for many children and families for a significant period of time at King's Oak and I am sure that you will join me in wishing these colleagues the best for the future. Shortly, I will write to you again to explain how our children and families will continue to receive pastoral support for the remaining 11 weeks of the academic year.

## Academic Support and Pastoral Care

Following the pandemic, each child will have very different learning needs and support requirements. We have therefore created additional bespoke intervention and support roles to support your child effectively throughout their time at King's Oak Academy. From September 2021 we will have the following support and intervention roles:

|   |   |  |
|---|---|--|
| Designated Safeguarding Officer   | Deputy Designated Safeguarding Officer & Family Liaison Lead        | 2 x On-site Student Support Workers    |
| School Counsellor<br>Increased provision from 15hrs (2020) to 30 hrs per week | Learning Mentor<br>Increased provision from 12hrs to 30hrs per week | Thrive Practitioner                    |
| Literacy Intervention Tutor   | Numeracy Intervention Tutor   | Reading Recovery Tutor                 |
| Speech and Language Therapist (outsourced)                                    | Exams Access Assessor   | Forest School Leader (Year R-6)        |
| Careers Advice and Guidance Support (outsourced)                              | Attendance Officer  | Education Welfare Officer (outsourced) |

*\*Note – Teaching Partners (previously known as TPs / TAs or HLTAs) all remain in post.*

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## Parent feedback

You may have some questions and feedback about the new all-through structure. In Term 5 there will be a variety of parent and student working groups that I would like to invite you and/or your child to participate in. We will also be sharing online surveys to ask for feedback or preferences with regards to specific elements of the design of the all-through academy.

Below is a list of the Term 5 parent working group dates. You are welcome to participate in all, some or none of the events. Your child will receive information during tutor time sessions with regards to participating in student voice surveys and working groups.

| Date   | Event  |
|--|--|
| Thursday 22 <sup>nd</sup> April (4 – 4.45pm) | Teams webinar by the Principal explaining the all-through plans outlined in this letter (meeting link to follow in separate communication).<br><br>A Frequently Asked Questions (FAQs) document will be shared after the webinar to respond to questions posed by parents.<br>- If you would like to ask a question with regards to the all-through plans please email: <a href="mailto:koa.principal@clf.uk">koa.principal@clf.uk</a> |
| Thursday 29 <sup>th</sup> April (5-6pm)      | Parent Working Group Meeting 1 (Virtual)<br>- Agenda: New KOA all-through uniform<br>o Note - any significant changes will not be made until September 2022  |
| Week Beginning 10 <sup>th</sup> May          | Parent Voice Survey (Online)<br>- Focus: KOA culture, behaviour and house systems  |
| Thursday 20 <sup>th</sup> May (5-6pm)        | Parent Working Group Meeting 2 (Virtual / Face-Face tbc. pending govt. CV19 updates)   |

Thank you for your on-going support for King's Oak Academy. I look forwards to working with you and our community on this exciting development for our Academy.

Kind regards



Katherine Ogden  
Principal

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