



SIR THOMAS
FREMANTLE

— SECONDARY SCHOOL —

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Head Teacher: Mr Francis Murphy

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Dear Parents and Carers,

I wanted to get in touch with you regarding the challenges we have experienced in Science. Since Spring this year we have been recruiting for the Science Department running five recruitment rounds and we were pleased to fill the department in September. We are well aware of the national challenge of recruiting for Science. Locally the teacher training provider has pulled their science course due to a lack of applicants.

We were pleased to recruit Dr Aston and she joined us in September. Sadly, due to personal reasons she has not been in attendance and last week resigned from her post. Whilst this has been a difficult decision for her, it does provide clarity for the school. I've not been able to share any information until the resignation came through.

We are acutely aware of the challenges of this for our exam year classes and we have tried for several weeks to recruit a temporary Science teacher. Sadly, we have been unable to. The Head of Science has moved to a lecture style approach with Y11, merging classes to ensure they are getting direct teaching from a specialist. We know this is not ideal but the students have been brilliant in the session and are being taught by the Head of Department. We continue to recruit whilst this takes place.

This challenging situation has been well managed by our Head of Science, who is working very hard to support the students in our care. We are grateful for his efforts, and that of the wider science team, whilst we continue to tackle the issue of recruitment.

In addition to this we have changed our recruitment approach and seeking another leader of Science to gain interest and an experienced teacher. We are also planning to have Science 'Drop Down' days where the students have a whole day on Science to catch up on any missed learning.

I understand that the importance of having a great teacher in front of our students and we are hugely sorry about our current situation. We have put a lot of resources into solving the gap and we will continue to do so.

Thank you for your understanding and patience with this matter.

Francis Murphy
Head Teacher