



Dear Parents and Carers

I hope you are all well and that the return to school has gone smoothly for you and your family. I am exceptionally proud of the way that our students have responded and how quickly and sensibly they have returned to school. It has been fantastic to drop into lessons across the school to see great teaching and great learning. As a community I think we can be proud of what we have achieved for our children, however, there are still many challenges ahead. I thought it would be helpful for me to highlight some of these to you so that you can understand how we are working:

**My first challenge is to “make school work”.** Phase 1 of the reopening of Kimberley School is all about embedding the new ways of working. Staff across the school are absolutely focussed on embedding the control measures that we have put in place. Our priority is to return students quickly and safely to the normality, routines and structure of school and learning and phase 1 is all about establishing this. As you can imagine, this is consuming the time of myself and my Senior Leadership Team – but it is the right thing to do. Students will only be successful if we get school feeling as normal, safe and calm as possible. Once we are happy that our new ways of working have been successfully embedded we will move to Phase 2 which will focus on what we can put in place to address any significant gaps in academic and social development that have arisen as a result of the school closure.

**My second challenge is to keep school open.** We have already seen schools closing or year groups being sent home across the country after staff or students have tested positive for Coronavirus. In school, we are doing everything we can to limit the transmission of the virus from one person to another but it is still crucial that we all work together to stop anyone coming into school who is displaying symptoms of the virus. Parents and Carers **must** follow this guidance:

1. If a student develops symptoms of coronavirus whilst in school, then we will isolate them and send them and their siblings home. Parents and Carers will receive a copy of [this letter](#) setting out the details of the guidance that must be followed before the student and siblings return to school.
2. If your child develops symptoms whilst they are at home then you must keep them and their siblings at home and follow the guidance in [this letter](#). You must report this absence and the reason for it to us by dialling 0115 9387000 and selecting Option 1
3. If anyone in your household develops symptoms or has a positive test, then you must keep all your children at home and follow the guidance in [this letter](#). You must report this absence and the reason for it to us by dialling 0115 9387000 and selecting Option 1
4. If your child is returning from a country that is included on the quarantine list, then you must follow this [guidance](#). You must report this absence and the reason for it to us by dialling 0115 9387000 and selecting Option 1

For points 1 to 3 above I need to be clear that in these instance the whole household will need to follow the [Stay at Home guidance](#)

All of this information is set out under the heading “Control Measure 1” on the [September Opening](#) page of the website. If your child is not attending school because of the public health reasons set out above, then you will see from the letters that we will be in touch with you to explain how we will set work during the absence.

**My third challenge is to ensure that the whole school community understands they have a role to play in keeping school open.** I cannot control what happens outside the school gates but I do need everyone to be aware that their behaviours do matter. If an individual member of staff, student or parent disregards government guidance outside of school, then they are placing everyone in the school at risk and are also making our job harder in keeping the school open. I will take every opportunity to repeat this message to the community but your support in sharing this message would be very welcome.

**My fourth challenge is to minimise the impact of staff absence on learning.** We are doing everything we can to keep our staff safe and to avoid the transmission of the virus to them whilst they are in school. However, I am sure you will understand that all of the above public health reasons for absence apply equally to staff across the school and so it is reasonable to anticipate significantly higher levels of staff absence this year. This is going to be a challenge for all schools, not just us.

When staff are absent we will do everything we can to minimise disruption to learning, however, you should be aware that government have provided no additional funding for this and that there remains a teacher recruitment crisis across the country. We are in a good position at Kimberley because our reputation means that teachers do want to work here. Whenever we are faced with staff absence then please be assured that we will do everything we can to address this but it would be wrong of me to guarantee that there will be no disruption. In this context, I really must ask for your support and patience if this happens.

**My fifth challenge is to keep open effective lines of communication with all stakeholders.** The more that I am able to communicate with you the better we can all work together. My main mechanism for doing this will continue to be through the website:

- Please do regularly check the [September Opening](#) page of the website as I try to make sure this is updated with any new information. The most recent changes are always highlighted. This also sets out the route by which you can ask any questions or raise any concerns about the control measures we have in place.
- Every day students are taken through a set of Student Notices. These are published on the school website on the [Student Notices](#) page. This will give you a real understanding of what we are communicating to students. You can also see any video messages we are sending to them as well.
- Sixth Form bulletins are also sent weekly and you can review these on this [page of the website](#)

However, please do be aware that I run a school with 1400 students and 150 staff. If you contact reception and ask to talk to me then you will be directed to the member of staff who is best placed to help you. Please do not think that this is because I am not interested or I don't care – nothing could be further from the truth. My priority is to ensure that you are able to get through to someone who can help you quickly. If parents insist on dealing with me then this will inevitably slow the process down and the speed in which we are able to respond.

Thank you for your continued support. Your children have been an absolute credit to you and your support in returning them to school has been nothing short of magnificent. Thank you.

Yours faithfully

A handwritten signature in blue ink, appearing to read 'A George'.

Andrew George  
Head Teacher