








MAIDEN ERLEGH

SCHOOL

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Dear Parent/Guardian

In response to questions from parents, we have put together a short summary to help explain the current situation at Maiden Erlegh School. It sets out the context and the steps we are taking to work towards a sustainable resolution. We hope it brings additional clarity during what we know is a difficult time for families.

Understanding Organisational Changes at Maiden Erlegh School and Trust

Funding

Like many schools and trusts across the country, Maiden Erlegh Trust is having to make difficult decisions in response to significant and ongoing funding pressures. Reducing costs is essential to protect the long-term viability of our schools, and to ensure we can continue to provide a high-quality education.

Findings of Our Independent Review

Following an independent review by a School Resource Management Adviser (SRMA), we are implementing a range of cost-saving measures across our organisation to ensure our schools remain financially sustainable against the backdrop of funding decline.

One of the independent review findings was that our existing TLR payment structure has become out of step with other schools and trusts nationally, and that adjustments are needed to bring us back in line. Teaching and Learning Responsibilities (TLRs) are additional payments made to teaching staff who take on additional teaching responsibilities like subject leadership or head of year, and it is these that are higher than national benchmarks in our Trust.

Our Trustees asked us to bring forward proposals to ensure these payments remain affordable and sustainable in the long-term and that they are in line with other schools.

Process

Alongside implementing a series of cost saving measures, we have been working on proposals to restructure TLR payments since March 2025. Our process has included consultation with union representatives and colleagues from across our organisation. We



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made several meaningful changes to our TLR proposals after receiving staff consultation feedback.

Maiden Erlegh School

At Maiden Erlegh School, there have been further discussions on the TLR consultation with National Education Union (NEU) representatives. However the union has taken the decision to call strike action.

What has happened to date?

- In March 2025 our senior leaders developed TLR proposals using national benchmarks as guidance.
- We began our staff consultation which included meetings with affected staff and written feedback.
- We extended the consultation period following staff feedback.
- We made several changes to our proposed TLR restructure model following staff feedback.
- We entered into dialogue with local and regional NEU representatives at Maiden Erlegh School — these discussions are on-going.
- The NEU held a ballot on strike action at Maiden Erlegh School, outcome was strike action.
- We are continuing to review how to support affected colleagues and roles.
- Union dialogue is continuing, and we have shared additional information with union representatives at their request.

How Are Staff Affected and Supported?

- Many colleagues are unaffected by the changes.
- Staff whose TLR payments are reducing will receive three years of pay protection under national pay rules.
- We are continuing to explore workload adjustments to support our staff.

We recognise that change is difficult and are working hard to listen to our staff team. We continue to actively invite proposals from the union at Maiden Erlegh School.

Why is there strike action?

At Maiden Erlegh School the NEU is calling for the restructure to be withdrawn in full. Whilst we have made adjustments to our proposals and continue to invite and consider proposals for further adjustments, we must also take responsible decisions that protect long-term educational standards and financial sustainability.



Why Can't School Open on a Strike Day?

As a high number of our staff at Maiden Erlegh School are NEU members, the school cannot operate safely on strike days.

How Are Students and Families Affected and Supported?

We apologise for the disruption to our students and their families. Due to laws governing strike conditions we cannot send work home. We are doing all we can in the background to achieve a sustainable outcome for all. We have also made arrangements for students in receipt of free school meals to collect meals from the school.

What are we doing to resolve this?

- We are continuing to meet with local and regional union representatives.
- One of the original concerns raised by the union has already been resolved.
- We have shared additional context and documents with the union.
- We remain open to considering proposals that support a sustainable outcome and have asked the union to offer alternative solutions.
- As dialogue is on-going we have requested that the union postpone strike action to enable this to continue without distraction. Two further days of strike action have been called for July 15 and July 16.

Finally

We recognise how difficult this situation is for our community. Our priority remains to support our staff and students and protect the quality of education we deliver to all we serve by making careful decisions to protect the future of our schools.

We will continue to engage constructively and share further updates when appropriate.

Yours sincerely,



Mr S Jump
Headteacher



Mr A Johnson
Executive Director of Education

