



### **Registered Office**

Saint George's C of E School, Meadow Road,  
Gravesend, Kent, DA11 7LS

01474 533082

admin@aletheiatruster.org.uk

aletheiatruster.org.uk

### **Company Number**

07801612

1<sup>st</sup> November 2023

Dear Parents and Carers,

I do hope that you enjoyed a pleasant half-term break and that this finds you and your families well. I also hope that you are managing to successfully negotiate the many social challenges we are currently collectively facing. I am aware from meetings with many parents over the last 12 months, during Trust Reviews and in other forums, that the genuine partnership between AAT schools and families has certainly proved helpful in this respect.

School staff, and particularly school leaders, are facing greater pressures than we have seen for quite some time in education. Concerns over the condition of buildings (and especially RAAC), the legacy of Covid and the resurgence of new strains, industrial action and pay disputes, the recruitment and retention of high-quality staff and perhaps our greatest concern being the increased awareness of young people's anxiety and mental health worries; are all serving to provide an extra tension to an already under resourced profession. Of course, this is not by any means an exhaustive list.

However, amidst this seemingly daunting landscape I do believe that Aletheia schools are offering hope and light at a time when it is perhaps needed most. Student outcomes across the trust at all Key Stages exceed national and local outcomes by quite some way. We are sharing resources in such a way that we are withstanding acute financial pressures better than most. We continue to attract a high-quality workforce who passionately believe in our mission to 'improve the life chances of local children'. Most importantly our trust wide initiative to gather student voice indicates that we have a great majority of very happy children who feel safe in our schools.

None of this would have been achieved without strong and supportive partnerships between our schools and the parents and carers of our pupils. I thank you for your efforts in making this possible. All leaders and governors at AAT recognise that schools must be able to be challenged and that parents have a right to question decisions about what happens to their child. No school leader wants to conflict with their parent body. While I am sure that there is still more that we can do I would also like to ask you in the spirit of continued collaboration to consider the following when engaging with our schools or the trust directly.

- Please raise any concerns with schools directly rather than utilising social media to be critical of schools and their actions.



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- Please do allow us the opportunity to respond to, and address, concerns before involving other agencies.
- Please do familiarise yourself with our Parental Code of Conduct (attached to this email) and adhere to it.
- Please do not name individual members of staff on social media posts, which are critical of that named individual.
- Please communicate your concern respectfully and accurately.
- Please listen to and carefully consider the responses from the school and engage in partnership with the school to reach a resolution.

Complaints and concerns aired inappropriately are time-consuming, adversarial and do not lead to better relationships between parents and school, and better outcomes for pupils. Should you need to do so may we respectfully request that you use the published complaints procedures that all AAT schools are bound by.

It is important that we recognise, and express our gratitude for, the fact that most parents and carers who have children in attendance at our schools go out of their way to maintain good relationships with us and that they use appropriate channels when they have concerns. We are very grateful to you for this. We are facing times of enormous challenges socially, globally, and financially. Our resilience and strength will be found in collective action, responsibility, and a shared mission to ensure that all of our children achieve well, are safe and of course are happy. I thank you for taking the time to read this letter and even more so for your anticipated support.

Yours faithfully,

A handwritten signature in blue ink, appearing to read "Stephen Carey".

**Stephen Carey**  
**CEO**