

AGS contingency planning to address teacher absences (January and February 2022)

The priority this winter is to ensure we can maintain the delivery of our curriculum through face to face teaching. This means wherever possible maintaining qualified specialist teachers in front of classes. To achieve this, every morning SLT will analyse staff absences and determine what phase of teacher absence AGS is at for that day – actions will then be put in place accordingly. Below is a summary of the phases, the trigger points for each phase and the actions that will be put in place should we cross the trigger point.

Phase	Trigger	Supply side action (increase the amount of staffing available to maintain face to face teaching). <i>We have invested in additional daily cover and therefore currently have the equivalent of 6 staff available for daily cover.</i>	Demand side action (reduce the amount of lessons needed to be covered)
GREEN	0 to 5 teacher absences (up to 4% teacher absence rate)	No further action required.	No further action required.
AMBER	5 to 12 teacher absences (up to 9% teacher absence rate)	<ul style="list-style-type: none"> • SLT to provide additional cover. • Seek additional agency staff. • Departments to provide additional cover. 	<ul style="list-style-type: none"> • Trips during the school day cancelled. • Arrangements requiring cover cancelled e.g. meetings, coaching and external CPD. • Consider amalgamating teaching groups.
RED	12 plus teacher absences (above 9% teacher absence rate)	<ul style="list-style-type: none"> • SLT to provide additional cover. • Seek additional agency staff. • Departments to provide additional cover. 	Collapse whole year group timetables and move to remote learning in the following order: <ul style="list-style-type: none"> • Y8 • Y9 • Y10. (examination years, Y12 and Y7 will remain as priority for face to face teaching)

These contingency plans will be reviewed weekly and staff and parents will be informed each time we move into a new phase of absence measures.

Mike Roper – 4th Jan. 2022