



# Weare Academy

## C of E First School

All Can Achieve

11 February 2026

Dear Parents and Carers,

I am writing to update you regarding the recruitment process for the Year 4 class teacher position.

Unfortunately, despite a rigorous recruitment process, we have been unable to successfully appoint a suitable candidate at this time. While we met with two strong applicants, we did not feel that either candidate was the right fit to provide the consistency and level of expertise that we know our children at Weare Academy deserve.

I would also like to offer a brief context for the recruitment process. Recruitment timelines in teaching can be challenging due to strict notice periods, meaning appointments can only be made at certain points in the year. On this occasion, we had a short two-week window in which to recruit in order to secure a start date for after the Easter break. As Headteacher, I must consider the long-term impact on the whole school, and it was therefore important not to make an appointment unless we were confident it would best serve our pupils and wider school community.

As a school, we remain fully committed to ensuring that Year 4 pupils receive high-quality teaching and support. We will therefore be re-advertising the post, with the hope of securing the right candidate as soon as possible.

We recognise that the summer term is a particularly important time for our Year 4 pupils as they prepare for their transition to middle school. This is very much at the forefront of our planning as we consider both the immediate needs of Year 4 and the longer-term stability of the school.

In the meantime, we are working closely with the WLT central team to ensure strong arrangements are in place for the period after Easter, while we continue recruitment. Please be assured that we will do all we can to ensure Year 4 pupils continue to be well supported, with as much consistency as possible in their teaching and care during this period.

### **Weare Academy C of E First School**

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**Wessex** Learning Trust

We will keep you updated as soon as we have further information to share, and we thank you for your understanding and continued support.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'C Dover', written in a cursive style.

Mrs C Dover  
Headteacher