

26th January 2023

Dear Parent/Carer

Industrial Action

As you are aware, the National Education Union (NEU) has announced four days of industrial action:

- Wednesday 1st February
- Tuesday 14th February
- Wednesday 15th March
- Thursday 16th March

The planned industrial action has arisen as a consequence of a national dispute with government rather than any matter relating to our school. However, the NEU has called on its members to strike on those days, which means that they will not be available for work.

Regarding the industrial action on 1st February, I have considered all the available information from the local authority, HR and trade unions. I have also carried out a risk assessment to determine whether we can open the school safely to some or all of our students, without compromising health and safety or safeguarding arrangements.

After much deliberation, and in consultation with the Chair of Governors, I have made the decision that the school will remain open to some, but not all students.

School will be open for students in Years 9, 10, 11, 12 and 13, but closed for students in Years 7 & 8. Please note that school will remain open to all students in our Communication Disorder Unit, including those in Years 7 & 8.

It is worth noting that schools (as employers) are required to abide by specific rules linked to any industrial action taken. For example, lessons cannot be covered by staff who are not striking; lessons cannot be covered by supply teachers; schools are not able to know in advance the exact numbers of staff who will participate in industrial action; schools are not allowed to re-distribute the duties of absent staff to those who are in different trade unions.

Staff who are attending work as normal will not be able to provide work for your child to complete at home. We therefore recommend the following:

Students in Years 7 & 8, who will be working from home, can work on any ongoing home-learning tasks, revise for forthcoming assessments and catch up any work missed due to possible absence. In addition, students can make use of materials available on MathsWatch and BBC Bitesize. Resources are also available on Teams.

Students who are entitled to free school meals will be provided with a packed lunch on the day of the strike. More information will be available directly from the Local Authority over the next few days.

School transport and catering services will operate as normal for all students attending school.

I will reassess the situation after 1st February in the light of further guidance from HR, the local authority and the trade unions and I will continue to update you in relation to the three additional scheduled strike days.

Yours sincerely,

Debra Baldock
Headteacher