



13th March 2023

Dear Parents and Carers,

Industrial Action on the 15th and 16th March 2023

As you will be aware, the National Education Union (NEU) is continuing with its planned series of strikes that will impact schools on both Wednesday and Thursday this week. These strikes are not aimed at individual schools or students and they reflect the strength of the feeling in our profession towards Government policy.

Having made a provision for students with examinations only on the last two occasions, we are concerned about the need to cater for all students this week. However, having conducted a full and detailed review of our staffing capacity, it is evident that a normal timetable cannot be safely delivered. Therefore, to best support as many students as possible, I have made the decision to switch to remote learning for all Year Groups on both days. All Year Groups will have remote learning with a live component, should their regular teacher be available.

When we consider the staffing impact on schools across the strike days, we have to take a number of issues into account. For example:

- Staff do not have to inform us in advance if they are striking or not.
- We cannot ask striking staff to set cover work for the time they are out of school for industrial action.
- Non-striking members of staff should not be expected to cover the lessons of a striking colleague or to set work for these lessons. If asked, they can refuse.
- Non-striking staff cannot be directed to cover the supervisory duties of staff that are striking.
- Many teachers are also parents and they may be facing issues with provisions for their own children caused by the strike.

Teachers who are not participating in the industrial action will be delivering virtual lessons, in which at least the first 10 minutes will consist of a live element in order to discuss the lesson with students, following which, they will be set a task for the remainder of the hour. The teachers delivering lessons on the day will place a message on their Google Classroom **before 8.30am** in order that students will be able to see which lessons will be delivered at their normal times. Please can you ensure that your son/daughter has logged in by this point in order that they don't miss this learning opportunity.

Students Who Are Invited Into School

On these occasions we invite certain students into school. These families will be contacted directly and their child will be expected in school.

Critical Workers

All parents should keep their children at home if they can. We will try to maximise the provision for those children with at least one parent who is a critical worker, as defined by the Department for Education. We have limited places available that we can offer to parents and we are prioritising those that work in Health and Social Care, Education and Childcare or Emergency Services.

Parents need to complete an expression of interest form by **8.00am on Tuesday 14th March 2023** to aid with planning - <https://forms.gle/AqA6kAqqqq61aafY8>

Completion of the form does not guarantee you a place. If your son/daughter has been successful in being allocated a place at school during the strike days you will be contacted by email **before 3pm on Tuesday 14th March**. In the meantime, please make alternative arrangements where you can and respect the DfE recommendations about keeping children at home where possible.

We do face a challenge in producing remote learning at this time, unlike during the pandemic, we will not have each class teacher available, nor are they obliged to set online learning tasks for students on strike days. This means you should not expect online live lessons for every lesson and some learning tasks provided may seem very generic. This will, I am sure, be a frustration, but it is a natural by-product of industrial action and the withdrawal of labour.

We have done all we can under the above constraints to maximise the number of students we can have in school safely and to make the learning experience purposeful for as many students as possible.

I recognise the disruption this causes for families and students, but would like to thank you for your ongoing support.

With best wishes,



Mr A McGinnes

Headteacher

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