



26 January 2023

Dear Parents and Carers

Anticipated Arrangements for Wednesday 1 February 2023

As you are aware from our newsletter on Friday 20 January, the teachers' union, NEU, has invited its members to take industrial action. This industrial action is between teaching staff and the government based on the below inflationary pay increases and the unfunded nature of these pay increases. When a strike takes place, those taking strike action stop work and withdraw their labour. This means that those teachers involved in the action will not teach their class(es) or undertake any other duties on a strike day.

To determine whether we can remain fully or partially open, a detailed risk assessment has been conducted. This considers the impact that the action will have on the health and safety of pupils, staff and visitors, and whether the school can run a full or collapsed curriculum, to determine whether it is possible to operate the school safely during the strike.

Union members are not obliged to tell me whether it is their intention to take strike action or not. However, many of our staff have helpfully given me notice of their proposed intentions, which has supported me with planning for the day; they are also at liberty to change their mind on the day.

The Board of Directors, in conjunction with the CSEL and myself have agreed that at present the school will be operating a partial closure. **This means that we will be closed to Years 7, 8 and 9, whilst trying to maintain provision for exam groups in Years 10, 11, 12 and 13.**

We will also be looking to offer provision to vulnerable pupils, children with an EHCP, and those pupils whose parents are classed as a critical worker. On this day we will be running a collapsed curriculum and therefore we will not be expected to teach the National Curriculum.

Critical Workers

In order for us as a school to plan for next week, if you feel your role falls under the category of 'Critical Workers' please can we ask you to complete the online form that has been sent out via Arbor to ensure that you meet the necessary criteria above. This is so we can give consideration in the event of partial closure to the DfE Guidance, remaining open children of Critical Workers. Our Risk Assessment, will be on daily review so we can take into account how many children will be prioritised if we need to review our provision in light of capacity.

On the form, if you are a Critical Worker and you are unable to arrange childcare in advance for that day please can you indicate your role and place of work so we can consider the current numbers of worker into our risk assessment right up to the day as we may not know the full extent of the disruption the morning.

Clearly this is a difficult situation, which will cause some disruption. I would ask you, however, to be understanding. A national strike by teachers is very unusual. Taking strike action is not something that any teacher would undertake lightly. Those on strike will have thought long and hard about their decision and will also lose pay for the days that they are on strike.

Kind regards

A handwritten signature in black ink, appearing to read 'M Everett', written in a cursive style.

Mr M Everett
Principal