

27<sup>th</sup> January 2023

Dear Parents/Carers,

### **Industrial Action**

Following on from our previous correspondence, please find further information regarding strike action on 1<sup>st</sup> February.

It is our intention to keep the school open for as many children as possible. However, we need to ensure that in doing so we are able to meet the health and safety requirements for students and staff who are in school on these days. As a result, the School Leadership Team and I have considered all aspects of safe school opening and operation and have planned the following for **1<sup>st</sup> February**. This current plan will be reviewed on Wednesday where we will have a clearer indication of the impact strike action has had and further communication regarding the other dates affected as per the previous letter sent.

#### **What will happen at the school during the strike on the 1<sup>st</sup> February?**

- **School will be partially open on this day. Students from year 10 and 11 will be in school as normal. Year 7, 8 and 9 will receive home learning schedules which we will send to students and parents/carers via email before the close of business on Tuesday 31<sup>st</sup> January.**
- **School will be open to vulnerable learners on 1<sup>st</sup> February. We will be in touch directly with families regarding this provision.**
- **As the school will be partially open to year 10 and 11, as per the Department for Education expectations, all students from these year groups are expected to be in attendance – usual attendance policy is in place.**
- **This plan will be reviewed on Wednesday 1<sup>st</sup> February. We will write to parents/carers prior to the further strike dates, (1<sup>st</sup> March, 15<sup>th</sup> and 16<sup>th</sup> March) to confirm ongoing arrangements for all children.**
- **If your child is in any off-site alternative provision, you will receive separate communication regarding arrangements for this.**

We have tried to give parents and carers as much notice as possible of these circumstances. We appreciate that any partial closure may be disruptive to you, for which we apologise. We hope that you understand we have not taken these decisions lightly and had to take decisions to secure the health and safety of your child and any non-striking staff into consideration of anticipated heavily reduced numbers of staffing.

Some staff might form a picket line outside the school. A picket line is where staff gather near the entrance to a workplace to protest in person, they may be holding notice boards or banners. If this is the case, I would like to take this opportunity to remind all students, parents/carers that as a Trust we support our staff's legal right to strike. Please ensure that any interactions you have with staff are courteous and respectful as they would be on any other day.

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Nicola Watkin BA (Hons), PGCE, NPQSL  
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We would also like to remind you that it is unlawful for people who are not members of staff at the school (or their union representatives) to join a picket line. We therefore ask parents or carers or pupils to refrain from joining any picket line.

We wish to assure you that we will be taking all reasonable steps to minimise disruption to students' learning. We are sure that all members of the Trust/school community will continue to treat each other with respect. We would like to take this opportunity to thank you for your patience during this time.

We continue to work with our union colleagues as this situation develops and we will endeavour to keep you updated as soon as we are able. We will distribute any further information to you by email and on our website regarding the next strike action.

Lastly, we want to take this opportunity to reiterate that your child's education is important to *all* staff at The Suthers School. We hope that by putting in place these contingency plans we can limit any impact the strike could have to your child's education.

Yours sincerely,

Nic Watkin  
Head Teacher