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Executive Headteacher: Mrs. C. Adams
Headteacher: Mrs. J. Payne

24th February 2023

Dear Parents/carers,

Strike action by members of the National Education Union (NEU)

I am writing to remind you about the proposed NEU strike action. There are three national and one regional day strikes planned. The strike days that are likely to affect schools in this area are:

- Tuesday 28 February 2023
- Wednesday 15 March 2023
- Thursday 16 March 2023

The NEU has posted a document for parents, carers and grandparents that explains their reasons for taking strike action. It can be found at <https://neu.org.uk/media/24511/view> if you wish to read it.

How will strike action affect Churchtown Primary School?

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.

It is therefore obligatory for me to consider the impact that industrial action will have on the operation of the school. One of the key issues is to assess whether there are sufficient staff available for the school to remain open, or partially open, during a strike.

To determine whether this school 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 our children, staff and visitors, and whether the school can run a full or amended curriculum, to determine whether it is possible to operate the school safely during the strike.

Every school in the country, not least in our Trust, is in a completely unique position because of the number of staff who are in the NEU or other professional associations. This means that the number of staff who have been called upon to take industrial action varies significantly between schools; every school will have to assess and manage their own particular circumstances. Equally, this may also change from the first date to the final dates – there is no assumption from school that the arrangements that we may make for the 28th of February 2023, next week, will be the same for the proposed action in March. We will review our risk assessments and confirm our actions in writing, in advance of each of the strike days.



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What does this mean for next week?

Due to the number of staff that we anticipate will strike in school, there will be major disruption to our school provision on this day. Our intention is to open the school in a limited capacity to certain classes, to whom communication will be made separately by a school letter to make these classes and pupils aware. We will also be offering an in-school provision for the specific needs of some of our pupils and we will contact their parents directly by phone on Monday 27th February.

The children in school on this day may not be taught the curriculum and in some cases will be with staff who are different to who they are normally with. For those who are not in school, the expectations of weekly homework can be carried out at home, including reading, multiplication tables, board and card games, phonics, spellings, topic/theme research and any other weekly homework that has been set. Further information about homework expectations can be found under the year group pages on the school website <https://www.churchtown.org.uk/year-groups/>

Free School Meals for Pupils

Pupils in receipt of free school meals will be provided with a packed lunch on the 28th of February. This can be collected from the main entrance of the school office from 9am on Tuesday the 28th of February for those children who are not in school that day. A ParentApp message will be sent to those families that this applies to on Monday the 27th of February.

Wrap around care and club provision

There will be wrap around care facilities taking place on Tuesday the 28th of February for those pupils **who are in school**.

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.

Should you have any queries arising from this letter or on the day when your child is at home, please contact us on office@churchtown.org.uk

Thank you for your continued patience and messages of support, it is very much appreciated.

Kindest regards,



Mrs J Payne
Headteacher