

Wednesday 25 January 2023

Dear Parents/Carers

Industrial Action

As you may be aware ballots have been carried out by a number of teachers' trade unions to determine whether their members agree to take strike action, following a dispute which has arisen between the unions and the government about teachers' pay. The outcome of the ballots has been announced and members of NEU have voted to take strike action.

The NEU have announced they will be striking on the following dates:

- 1 February 2023: All schools in England
- 28 February 2023: Schools in our region
- 15 and 16 March 2023: Two-day strike in all schools in England

Whilst the planned action is a result of a national dispute between the unions and the government, and not specifically our school, it is important that we respond accordingly in the interests of our pupils whilst respecting the rights of our staff.

It is the intention of the Governing Body to keep school open wherever possible on the strike days and we will take all reasonable steps to ensure that this is the case. However, in doing so school needs to ensure it is able to meet the health and safety requirements for pupils and staff who are not striking.

School will need to partially close on Wednesday 1st February. Pupils in Year 8 and 9 will be asked to study remotely. Arrangements will be in place for children of Critical Workers in these year groups to attend school if necessary. Please see the attached form [Critical Workers 1 February 2023](#). Any pupils who are entitled to a free school meal should collect this from the canteen at the end of lunch on Tuesday 31 January. Pupils should look on School Synergy, following their timetable to find the work. At St Michael's we encourage all of our young people to become independent, resourceful learners and ask that pupils use their time to enhance their self-study skills and actively encourage them to read widely around the topics they are studying as well as read for pleasure. If there is no work set, there will be some activities available for them to complete on the student bulletin.

Pupils in Years 7, 10 and 11 **must** attend school as normal (school buses will be running). Pupils will follow their normal timetable, but all pupils should ensure that they have work/study/ wider reading to complete independently which doesn't require access to a computer. We would be grateful if you can discuss this with your son/daughter and ensure that they bring the appropriate materials. Pupils should also ensure that they have their reading book with them.

We continue to plan for all of the strike days and am sure that you appreciate this takes some time as rules relating to industrial action mean that we are unable to accurately identify each member of staff that is likely to engage in strike action. We realise that this may cause you disruption. We wish to assure you that we will be taking all reasonable steps to minimise the impact on pupil learning. We will continue to monitor and review the arrangements in place whilst this action is ongoing. Should there be a need for subsequent partial closures on the planned strike days it is our intention to prioritise face to face learning for Year 11 pupils, but we will have to review the plans for each day with the information we have available at the time.

It is possible that some staff may form a picket line outside school. Should this be the case, I know that all who are part of 'Team St Michael's', whether parents/carers, pupils or colleagues will continue to treat everyone with dignity and respect and interactions will be courteous and respectful as usual. (Please may we remind parents/carers that it is unlawful for people who are not members of staff at the school (or their union representatives) to join a picket line.)

The education of your child is important to all staff at St Michael's. Thank you for your patience during this time. We continue to work with our union colleagues as this situation develops. We will keep you updated with the arrangements for the next strike day as soon as we are able to after half term.

Yours sincerely

A handwritten signature in black ink that reads "J. Jenks". The signature is written in a cursive style with a small dot above the 'i' in "Jenks".

Jayne Jenks
Headteacher