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**Head Teacher**  
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Thursday, 09 March 2023

## Plans for Industrial Action and Red Nose Day

Dear Parents and Carers,

### Re: Planned strike action at Toot Hill School on Wednesday 15<sup>th</sup> and Thursday 16<sup>th</sup> March 2023

We write further to our previous correspondence to update you on the progress of our contingency planning during the forthcoming strike action in schools.

#### Background

We have had confirmation from NEU that members of the union intend to take formal industrial action by participating in a strike which will take place on Wednesday 15<sup>th</sup> and Thursday 16<sup>th</sup> March 2023.

The strike action is in relation to a national dispute around teacher and school staff pay. I wanted to take this opportunity to further explain the dispute and to also outline the school's plans during the strike.

#### What will happen at the school during the strike?

School to set out the plan for student and affected year groups:

- The school will only be open to Year 11 and Year 13.
- Students in Years 7-10 will be able to access remote learning for the day through the Class Charts platform.
- Students in Year 12 will be able to revisit learning in their subject areas via MS Teams, in some cases carry on with their EPQ dissertations or complete controlled assessment assignments.
- There are no public examinations or formal assessments on this day.
- There are no school trips on this day.
- The Department for Education expects all school-registered children of compulsory school age to be in attendance on school opening days. We have prioritised Years 11 and 13 to support them in their preparations for their external examinations, I therefore thank you in advance for ensuring that they attend school on the day.

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 that is the case, I would like to take this opportunity to remind all students and parents that as a Trust we support our staff's legal right to strike.

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 have tried to give parents and carers as much notice as possible of these circumstances. We appreciate that any closure / 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 in consideration of anticipated heavily reduced numbers of staffing.

If Industrial Action is averted we will inform as soon as possible.

**Red Nose Day – Friday 17<sup>th</sup> March**

We are looking forward to celebrating Red Nose Day next Friday. To raise funds, we ask that students donate £1 via Scopay to this worthy cause to enable them to attend school in non-uniform. It is crucial that students still dress in clothing appropriate for school.

A huge thank you for your continued support and flexibility during the days of industrial action. We hope that by putting in place early contingency plans we can limit any impact the strike could have to your child's education.

Yours sincerely,

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

**Dr C Eardley**  
**Head Teacher**