

27th January 2023

Dear Parents and Carers,

Strike action by members of the National Education Union

We recently wrote to you about forthcoming strike action by the National Education Union (NEU). The strike days that are likely to affect schools in this area are:

- Wednesday 1 February 2023
- Thursday 2 March 2023
- Wednesday 15 March 2023
- Thursday 16 March 2023

How will strike action affect Heathland 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.

We must therefore 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 pupils, 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.

Due to the implications of the strike action, various activities of the school are being changed and amended including some year groups being closed.

On Wednesday 1st February, Heathland school will be:

- **Open to pupils in Reception, Year 2, Year 4 and Year 6**
- **Closed to pupils in Nursery, Year 1, Year 3 and Year 5**

On the strike day, remote learning links will be sent via email for pupils in the affected year groups. The school will also provide a packed lunch for children who are entitled to free school meals.

There will be no clubs or boosters on this day. Breakfast Club and 3 o'clock club will continue as usual.

We have also made arrangements to ensure that any vulnerable pupils are offered a place as well as those from families where *both* parents are key workers. Key worker groups include NHS workers, law enforcement, education or social care. You will need to contact the school office

and provide proof of employment by 10 am on Tuesday 31st January. You can do so by phone or email.

NEU members do not have an obligation to disclose whether they will exercise their right to strike. Whilst we have made plans based on our current risk assessment this could be subject to change up until the morning of the strike. We will make sure that we contact parents as soon as possible should we need to make any further changes to our plans.

We appreciate 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.

Yours sincerely



Miss F R Hopkins
Headteacher
Heathland School