

Tuesday 27<sup>th</sup> June 2023

Dear Parents and Carers,

### Strike action by members of the National Education Union

As you may be aware the National Education Union (NEU) has announced further strike action taking place in July and September. The strike days in July that will affect schools in this area are:

- Wednesday 5<sup>th</sup> July 2023
- Friday 7<sup>th</sup> July 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 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. Our risk assessment has changed from the previous industrial action days meaning that on **Wednesday 5<sup>th</sup> July and Friday 7<sup>th</sup> July** Heathland school will be:

Year Group	Open for:	Closed for:
Nursery	AM, PM and ALL DAY	
Reception	ALL CLASSES	
Year 1	Mango and Cherry	Acer
Year 2	ALL CLASSES	
Year 3	Cedar and Snowbell	Portia
Year 4	Willow and Magnolia	Chestnut
Year 5	Banyan and Palm	Jacaranda
Year 6	ALL CLASSES	

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.

If possible, we plan to offer provision for some vulnerable pupils from families where both parents are key workers. Due to low members of staff we cannot guarantee that we will be able to accept all pupils if numbers exceed our maximum capacity. 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 4th July. You can do so by phone or email. If you have previously informed us of your key worker status we are asking you to do so again to confirm your child's place and help us plan accordingly.

### Year 6 High School Transition Day

Our current Year 6 pupils have their transition day with their new high schools on Wednesday 5<sup>th</sup> July. We have confirmation from the schools that this will still go ahead as planned and the schools will be in touch with you directly. Year 6 children should not attend Heathland School on Wednesday as they will be expected to attend their new high school.

### Summer Fun Fest

We are aware that Friday 7<sup>th</sup> July is our Summer Fun Fest event after school. We will endeavour to make this celebration as close to our usual offer as possible but unfortunately with a reduced number of staff it will mean that we may have to reduce the number of stalls available. All of our outside ride and food providers will still be on site and we will do our best to provide as much as possible for everyone who attends. We appreciate that there will be some classes who will not be in school on this day however we would still very much like for everyone to be able to attend the Summer Fun Fest which starts at 3.15 pm.

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 that the ongoing strike action causes disruption and can be difficult to manage for many families. In any profession taking strike action is not something that staff undertake lightly and striking staff will lose pay. I would like to take this opportunity to thank parents for their understanding and support during the previous strike days.

Yours sincerely



Miss F R Hopkins  
Headteacher  
Heathland School