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HAWSWORTH CE (VA) PRIMARY SCHOOL

'Learning through Love, Fun and Faith'

Thursday 19th January 2023

Dear Parents/Carers

You may be aware from media coverage that the NEU (teaching union) have declared strike action, which will take place in our area on 1st February, 28th February, 15th March and 16th March. The strike is happening because of a national dispute between the unions and the government over teachers' pay/school budgets and not because of any issues at our school.

I am aware which teachers are striking as those individuals have informed me even though they had no obligation to do so, *'While employees are not required to tell their employers whether they intend to take strike action, employers are able to ask staff in advance if they intend to strike to enable them to plan how to manage the strike.'* Department for Education.

I did appreciate this as it has enabled me to make plans for those four days of industrial action.

I do also have teachers who are members of teaching unions who are not striking but may not be able to come into work due to their own school aged children not able to attend their schools due to industrial action. Other 'non-teacher' staff will also be in this predicament.

Support staff are also under no obligation to teach whole classes:

'UNISON members should not take on additional responsibilities on days when other trade unions, most notably the teaching unions such as the NEU or the NASUWT, have announced strike action. School support staff should not be expected to provide cover for or take classes where this would normally be done by teachers who are taking action. In particular, on strike days HLTAs and cover supervisors should only be taking classes/providing cover that fit the five criteria where they are contracted to do so.'

I have decided to keep school open on those four days of industrial action **only** for children who are defined by the Department for Education as 'vulnerable children'. Parents of these children will be contacted by the office tomorrow to offer a place for their child. Kestrels will be open for these children too and usual charges will remain.

For those parents whose children are not classed as vulnerable I would recommend that you start to make alternative childcare arrangements for these dates.

I am sorry about the disruption to you and to your child's education. I understand that this situation may be frustrating, and ask that all members of our school community continue to treat each other with respect. Hawsworth CE Primary School remains committed to providing a safe and secure environment for our pupils and delivering high-quality teaching.

Yours sincerely

Mr D. Norris

Headteacher

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