

27th January 2023

Dear Parents and Carers,

I wrote to you earlier this week about the National Education Union (NEU) who have voted in favour of taking industrial action nationally. We have received notice that the first intended day of action is Wednesday 1st February. It is of course possible that negotiations at a national level may yet avert such action, but we must prepare for the likelihood that this will take place. I am writing to share our planning for this and hope this will be helpful to you and your family.

A significant proportion of our teaching staff are NEU members and have indicated that they will be striking. Whilst I can ask staff whether they intend to strike, they are not legally obliged to tell me in advance and so I must plan for all those teachers to be absent on that day. Given the information we already know this will impact adversely on our ability to deliver normal provision.

There are legal restrictions on what I can ask of those teachers who are not taking industrial action. Furthermore, a shortage of supply teachers and the number of schools wishing to engage, means we will be unable to safely staff the school. I am also aware that some staff with younger children may also have childcare issues because of strike action elsewhere which may prevent them from being in school.

Given the uncertainty on staffing levels for **Wednesday 1 February 2023, we will not be able to open the school to all pupils with exception of vulnerable pupils who will be contacted directly.** This decision has been taken for health and safety and supervision reasons.

We will ensure that remote learning is in place for all pupils on Wednesday and this will be accessed through Satchel One. There will be no live lessons on this day as this is deemed as covering for striking colleagues, something we are unable to do. The work set will be on the core subjects of English, Maths and Science, and the usual timetable for pupils on this day will be suspended.

There are further days of industrial action planned for March. I will let you know our plans for these closer to the time should they go ahead. These plans may differ from 1st February as we will have a better idea of staff likely to take action following the first day of strike action.

I understand that this may cause significant disruption to families, I hope by providing you with advance notice of arrangements we will be able to minimise the inevitable impact this industrial action will cause.

Toynbee



I would like to thank you in advance for your support and to those of you who have already contacted me with your support. I am sorry that we are not able to open as normal. This is a complex and difficult situation and we have thought very carefully about how to proceed. Ultimately the safety of our pupils remains our priority.

Kind regards,

Matthew Longden

Headteacher