



RE: Teacher strikes – Wednesday 1st February

Dear parent/carer,

Summary information:

- **Years 11-13 should come to school as normal on Wednesday 1st February.**
- **The majority of students from Years 7-10 will learn at home on Wednesday 1st February. They should not come to school.**
- **Students with an EHCP should come to school as normal on Wednesday 1st February.**

As you probably are aware, the National Education Union (NEU) plans to hold a strike on Wednesday 1st February. Other strikes are also planned for later in the month but this communication relates to the strike on Wednesday.

The impact of the planned strikes over the next few weeks will be felt differently by different schools. This is because not all teachers are members of the NEU and therefore, whilst some schools may have a lot of teachers who are NEU members, other schools may have few. Furthermore, although the NEU has asked its members to strike, some teachers who are members of the NEU have nevertheless chosen not to strike. Approximately 60% of teachers at Bournside are members of the NEU.

When it comes to planning for strike days, a further complication is that although the unions are legally obliged to inform schools that they have asked their members to strike, the individual members themselves are not obliged to tell their employers whether or not they will strike. Therefore, we have to plan on the assumption that the majority of NEU members will be on strike.

Teachers are not striking because they have a dispute with the school's leadership team. Their strike concerns pay and ultimately the way schools are funded; funding levels are set by the government, not the school. This is not just about teachers' pay now but teachers' pay in the future. Therefore, the strikes are also about the future retention and recruitment of teachers.

Mindful of the need to keep disruption to a minimum, the school's leadership team have worked extensively to find ways to keep the school open to as many students as possible. Because teachers teach a range of year groups in a day, year groups are not all affected to the same extent. However, with the high number of teachers likely to go on strike and the uncertainty surrounding this, it will not be possible to keep the school fully open. Please carefully note the following, therefore. As you will see, we have prioritised students in the sixth form and in their final year of GCSE courses.

- The school will be open for **Years 12 and 13 and they should go to their normal lessons**; if their normal teacher is absent, they should go to the supervised sixth form study area and work independently. The normal Wednesday afternoon enrichment activities will not go ahead and so for Years 12 and 13 only, school will finish at 1:05pm. **Year 12 and 13 students are expected to attend school.**
- **The school will be open for all Year 11 students** who should enter the school through their normal gates and go, as normal, to their period 1 lessons. In instances where their normal teacher is absent, students will be taken to one of our computer rooms and, under the

supervision of a member of staff, work independently using GCSE Pod, Oak Academy or similar resources. Lunch arrangements will be as normal and the school day will finish at the normal time. **Year 11 students are expected to attend school.**

- Students from Years 7-10 with an Education, Health and Care Plan will be expected to attend school. **School will not be open for all other students from Years 7-10.** Mr Penny will be writing to parents and students from Years 7-10 explaining how they should continue their studies from home. Remote lessons will **not** be delivered live by a teacher; however, independent study resources will be made available.

Of course, we hope that this situation is swiftly resolved. However, if necessary, further communications about future strike days will be sent in due course.

Thank you in advance for your support and cooperation at this difficult time.

Yours faithfully,

A handwritten signature in black ink that reads "Steve Jefferies". The signature is written in a cursive style with a long horizontal flourish at the end.

Mr Jefferies
Headteacher