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**Head Teacher**  
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**Executive Head Teacher**  
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Friday, 27 January 2023

## Industrial Action Update

Dear Parents and Carers,

### Re: Planned strike action at Toot Hill School on Wednesday 1<sup>st</sup> February 2023

We write further to our previous correspondence to update you on the progress of our contingency planning during the forthcoming strike action in schools.

### Background

We have had confirmation from the NEU that members of the union intend to take formal industrial action by participating in a strike which will take place on Wednesday 1<sup>st</sup> February 2023.

The strike action is in relation to a national dispute around teacher and school staff pay. I wanted to take this opportunity to further explain the dispute and to also outline the school's plans during the strike.

### What is the dispute which has led to the strike about?

As you may know, over the summer the Department for Education agreed to a 5% pay rise for teachers. Teaching unions across England and Scotland, including NEU are in dispute with the Department for Education regarding their request for teachers pay to keep up with inflation and the cost of living.

### What will happen at the school during the strike?

- The school will only be open to Year 11 and Year 13.
- Students in Years 7-10 will be able to access remote learning for the day through the Class Charts platform.
- Students in Year 12 will be able to revisit learning in their subject areas via MS Teams, in some cases carry on with their EPQ dissertations or complete controlled assessment assignments.
- There are no public examinations or formal assessments on this day.
- There are no school trips on this day.
- The Department for Education expects all school-registered children of compulsory school age to be in attendance on school opening days. We have prioritised Years 11 and 13 to support them in their preparations for their external examinations, I therefore thank you in advance for ensuring that they attend school on the day.

Some staff might form a picket line outside the school. A picket line is where staff gather near the entrance to a workplace to protest in person, they may be holding notice boards or banners. If that is the case, I would like to take this opportunity to remind all students and parents that as a Trust we support our staff's legal right to strike.

We would also like to remind you that it is unlawful for people who are not members of staff at the school (or their union representatives) to join a picket line. We therefore ask parents or carers or pupils to refrain from joining any picket line.

We have tried to give parents and carers as much notice as possible of these circumstances. We appreciate that any closure / partial closure may be disruptive to you, for which we apologise. We hope that you understand we have not taken these decisions lightly and had to take decisions to secure the health and safety of your child and any non-striking staff in consideration of anticipated heavily reduced numbers of staffing.

At present, there are three further days of planned strike action. We will update you on the schools' actions for these days in coming weeks.

Lastly, we want to take this opportunity to reiterate that your child's education is important to *all* staff at Toot Hill School. We hope that by putting in place these contingency plans we can limit any impact the strike could have to your child's education.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'C. Eardley', written in a cursive style.

**Dr C Eardley**  
**Head Teacher**