



17 January 2023

Dear Parent/Carer

**Re: Response to strike action**

I am writing to give you information on the decision made by the NEU Teacher Union and how the action may impact on Titus Salt School. You may be aware that the National Education Union (NEU) has announced the following dates for strike action:

- **Wednesday 1 February 2023: all eligible members in England and Wales.**
- **Tuesday 28 February 2023: all eligible members in the following English regions: Northern, North West, Yorkshire & The Humber.**
- Wednesday 1 March 2023: all eligible members in the following English regions: East Midlands, West Midlands, Eastern.
- Thursday 2 March 2023: all eligible members in the following English regions: London, South East, South West.
- **Wednesday 15 March 2023: all eligible members in England and Wales.**
- **Thursday 16 March 2023: all eligible members in England and Wales**

I have asked members of our Senior Leadership Team to plan in accordance with the Department for Education (DfE) guidance [Handling strike action in schools - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/handling-strike-action-in-schools). Many of our teachers are members of the NEU and have the right to take industrial action. The decision to strike will never be taken lightly and it is not action solely about levels of pay and working conditions, as with other sectors of public service it is about the value placed on what was regarded as frontline key workers during the COVID-19 pandemic. [What has happened to teacher pay in England? | Institute for Fiscal Studies \(ifs.org.uk\)](https://www.ifs.org.uk/what-has-happened-to-teacher-pay-in-england)

The aim of the school leadership team is to have school remain open, but I wish to alert you that it may not be possible for all year groups; this very much depends on which members of staff are on strike in the subject areas being taught each day, for example:

		Period 1	Period 2	Period 3	Period 4	Period 5
Year 7 Any Tuesday	M Band 5 classes 125 children	Maths 5 teachers on strike	English 3 teachers on strike	History 2 teachers on strike	Art 1 teacher on strike	Science 5 teachers on strike
	C Band 5 classes 125 children	Science 5 teachers on strike	Geography 3 teachers on strike	English 4 teachers on strike	MFL 2 teachers on strike	Maths 4 teachers on strike

As an example, if this is replicated for each year group in each subject, we would not be able to combine classes as we may not have enough teachers to match a responsible health and safety level; we may not have enough spaces to combine classes across the whole school for each lesson. Therefore, in the event of having to close school for either single or multiple year groups we are planning to use remote learning platforms.

I will write again to give the detail on how we intend to remain open and provide for your child during this strike action.

Yours sincerely

Ian Morrel

Headteacher

