



25 January 2023

Dear Parent/Carer

Re: Arrangements for 1 February 2023 in response to strike action

Further to my letter of 17 January 2023, I am writing to give you information on the arrangements we have made in response to the strike action by the National Education Union to take place on Wednesday 1 February 2023:

- School will be **open for pupils in Years 11, 12, 13; for pupils in the Resourced Provision; Alternative Provision, and those in 9C Band who are participating in the PE Enhancement Trip**
- School will be **closed to pupils in Years 7, 8, 9M Band and anyone in 9C Band not participating in the PE Enhancement Trip and Year 10**

Reviewing the range of options has presented several challenges, approximately fifty percent of our teachers are members of the National Education Union (NEU). Although the Department for Education (DfE) sent out guidance to school leaders, the response from school means:

1. We will not know until the morning of Wednesday 1 February 2023 which members of staff have decided to take strike action
2. Lessons of teachers who have chosen to take strike action cannot be planned and covered by teachers who are in school
3. Morning arrival, break time, lunch time and after school duties of teachers who have chosen to take strike action cannot be covered by teachers who are in school

Our plans are subject to change, as the impact of strike action may be seen in other ways than teachers not being in school. In addition, we will not know until the day of strike action which members of staff may be absent due to illness. Please be assured that we shall do everything reasonably possible to keep the school partially open, if we are satisfied, we have enough members of staff in school to comply with our legal obligations and duty of care to pupils. If we feel this is not possible and we need to consider fully closing the school, then we will try and provide you with as much notice as possible of this decision.

The decision for us to remain partially open is based on what we believe we can cover within the framework of strike action and in consideration of health & safety requirements given that approximately fifty percent of our members of staff are likely to take strike action and we will have several who are absent due to illness. I must be assured that we can have a member of staff in each classroom and at each duty point to cover the school day which is the reason at this stage to close school for most pupils. The tables on the following page provide detail on the arrangements.

Meals

For any pupil on Free School Meals (FSM) we have arranged for Innovate, our catering providers to prepare a packed lunch that eligible pupils can collect from Café Cosmopolitan on the afternoon of Tuesday 31 January 2023 from 2.45pm for pupils in Years 7 and 8 and from 2.50pm for pupils in Years 9 and 10. For Years 11, 12 and 13, Café Cosmopolitan will be open at break time and lunch time as usual and will serve the usual hot and cold food.

Learning

With this email is a document that provides links to subject learning content on a lesson-by-lesson basis for each year group to be done on Wednesday 1 February 2023. If for some subjects you can access the Remote Learning Titus Salt School Desktop and continue with work, you have previously started for any of your subjects, then you can do this either instead of or in addition to the work through the links.

The following table details the year groups which are expected in school on Wednesday 1 February 2023:

Year Groups <u>in</u> school	Attendance	Taught by....
All Resourced Provision (RP) pupils	Timetable as usual as much as possible	If pupils access mainstream lessons and the teacher is taking strike action, pupils will be taught in the RP in the Amelia Salt Centre
Pupils in 9 C Band who have signed up to attend the PE Enhancement Day	On arrival go to the Main Hall	Those pupils in 9C Band who have not signed up, are to work from home
Year 11	Maths Progress Exam in the morning followed by timetabled lessons after 11.25am until 3.00pm	Lessons will be taught as usual unless the teacher is taking strike action For those classes who do not have their usual teacher, work will be provided for the subject to link as closely as possible to the usual curriculum content. These lessons will be covered by either a Cover Supervisor, HLTA or Senior Leader
Years 12 and 13	For timetabled lessons	Sixth Form students are to attend school for their timetabled lessons. If their usual member of staff is not in school, students will be expected to work in the Denys Salt Sixth Form Centre which will be overseen by members of staff
Break time will be 11.05am until 11.25 am and lunch time will be 12.25pm until 12.55pm		

The following table details the year groups which are expected to access Remote Learning for independent study as there will be no lessons delivered in "real-time" for Wednesday 1 February 2023:

Year Groups <u>not</u> in school	
Year 7	Pupils are expected to access links to Oak Academy which we have reviewed against the Curriculum for each subject.
Year 8	Pupils are expected to access links to Oak Academy which we have reviewed against the Curriculum for each subject.
Year 9 M Band and pupils in 9 C Band not on the PE Enhancement Trip	Pupils are expected to access links to Oak Academy which we have reviewed against the Curriculum for each subject.
Year 10	Pupils are expected to access links to Oak Academy which we have reviewed against the Curriculum for each subject.

I appreciate this will cause inconvenience, but we have prioritised Year 11 and Sixth Form as internal assessments are taking place and they are critical year groups for examinations. I appreciate it may not be the case for each of the planned strike action days. The information above is specifically for Wednesday 1 February 2023. I will write to you again with the arrangements for Tuesday 28 February 2023. As I wrote previously, 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 and the value Government places on these professions. Once again, we are facing challenging times and we will endeavour to provide continuity in education and support as best we can.

Yours sincerely



Ian Morrel

Headteacher