



29 June 2023

Dear Parent/Carer

Re: Arrangements for Wednesday 5 July 2023 in response to strike action

School will be closed for pupils in Years 7, 8, 9 and 10 except for pupils in Year 10 sitting Progress Exams

Once again, I am writing to let you know our arrangements in response to the impact of industrial action by members of the National Education Union (NEU). Although this is yet another challenge, I wish to add a little context. As you will be aware, the offer from the Secretary of State for Education has been rejected; as the pay offer is below that of settlements in other sectors and it is not fully funded by Government. There is a six-month timescale within which industrial action can be taken from when a ballot is finalised giving the mandate to take strike action. Therefore, the NEU are coming to the end of their initial period for industrial action. Also, all other Teachers' and School Leaders' Unions are balloting their members on whether to take industrial action in the autumn term.

Transition Day

The arrangements for Transition Day for Year 6 pupils will go ahead as detailed in the letter published by Mrs Wilby on 23 June 2023. Year 6 pupils are to arrive between 8.50am to 9.00am and access the site by our Community Gate at the bottom of the stairs below Reception. There will be a full day of activities to give an effective experience of our school. The Transition Day will end at 2.40pm and Year 6 pupils can be collected from the doors by Reception at this time or if you have made the decision for them to make their own way home they will leave at this time.

Year 12 Progress Exams

Year 12 exams will commence week beginning 3 July 2023 and we have decided for the Progress Exams to take place on Wednesday 5 July 2023 as planned:

	Morning	Afternoon
Wednesday 5 July	Computer Science 7 Geography P1 1hr (Human) 13 Psychology 2hrs 10 History 90mins (Britain) 7 37 students	Engineering 90mins 13 English Literature 1 hr 6 Further Maths 1hr (Applied) 6 Media Studies 1hr 30 7 Psychology 2hrs 7 39 students

Students who are required to complete work for vocational subjects are to attend as usual

Year 10 Progress Exams

We have on previous strike days been able to deliver a programme for Year 11 as well as Sixth Form. Due to the organisation for Year 6 Transition Day, we are unable to provide a programme of lessons in school for Year 10. However, we have planned for the Year 10 Progress Exams that have been timetabled for Wednesday 5 July 2023 with an amendment to the original Progress Exam timetable:

Original plan-

Wednesday 5 July

9am- Drama - 45mins- HU08/9- 15 pupils



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1pm - Food Studies - 2 hours - Option S- HU08/9 - Option A - MA08/9 - 33 pupils

New revised plan-

Wednesday 5 July

9am- Drama - 45mins- HU08/9- 15 pupils

9am - Food Studies - 2 hours - Option S- HU08/9 - Option A - MA08/9 - 33 pupils

Resourced Provision (RP) and Alternative Provision

As previously, our Resourced Provision will be open to all pupils who attend our RP and arrangements will be made for pupils on Alternative Provision.

Years 7, 8, 9 and 10, except those completing Progress Exams

School will be closed to pupils in Years 7, 8, 9 and 10 (except those completing Progress Exams) - as usual we will provide links for home learning.

As I wrote ahead of previous days of strike action, reviewing the range of options presents several challenges, more than fifty percent of our teachers are members of the National Education Union (NEU) and, had we, on any of the strike days, opened the school to more year groups, there would have been significant problems in having to send year groups home during the day. Although the Department for Education (DfE) sent out guidance to school leaders, as before, the response from school means:

1. We will not know until the morning of Wednesday 5 July 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
4. 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 but ensure Transition Day and planned examination sessions continue. 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, once again, 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.

Meals

For any pupil on Free School Meals (FSM) we have arranged for Innovate, our catering providers to prepare a food parcel that eligible pupils can collect from Café Beans on the afternoon of Tuesday 4 July 2023 as they leave school. This food is in lieu of a meal on Wednesday, For Years 11 and 13, Café Cosmopolitan will be open on Wednesday 5 July 2023, 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 5 July 2023. There is no expectation that all work is completed and there will be no sanction for non-completion of work. 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 5 July 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
Year 10 Progress Exams	Arrive in school for 8.50am and go straight to the room listed in the next column. Pupils can go home after the exam	9am- Drama - 45mins- HU08/9- 15 pupils 9am - Food Studies - 2 hours - Option S- HU08/9 - Option A - MA08/9 - 33 pupils
Years 12 Progress Exams		Sixth Form students are to attend school for their Progress Exams and go to the usual timetabled room
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 5 July 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	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, 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. You may be aware that there is significant shortage of teachers to take up posts in schools and academies and the level of uptake into training is significantly down compared to previous years. Once again, we are facing challenging times and we will endeavour to provide continuity in education, supporting as best we can.

Yours sincerely



Ian Morrel
Headteacher