



30 June 2023

Dear Parent/Carer

Re: Arrangements for Friday 7 July 2023 in response to strike action

I am writing to let you know the arrangements for Friday 7 July 2023 in response to 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.

- School will be **open for pupils in Years 10 and 12, for pupils in the Resourced Provision and Alternative Provision**
- School will be **closed to pupils in Years 7, 8, and 9**

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). As I have written previously, 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 Friday 7 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 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. 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 food parcel that eligible pupils can collect from Café Beans on the afternoon of Thursday 6 July 2023 as they leave school. For Years 10 and 12 Café Cosmopolitan will be open on Friday 7 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 Friday 7 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 Friday 7 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	Arrive in school for 8.50am and go straight to your usual Form Class	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
Year 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 Friday 7 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.

I appreciate this will cause inconvenience, but we have prioritised Year 10 and Sixth Form as internal assessments are taking place, Non-Examination Assessments continue, and they are critical year groups for examinations. 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, supporting as best we can.

Yours sincerely



Ian Morrel

Headteacher