

10th March 2023

Dear Parents/Guardians

Re: Industrial action 15th and 16th March 2023

I am writing regarding the proposed industrial action by members of the National Education Union (NEU), which is due to take place on Wednesday 15th and Thursday 16th March 2023. As I have previously shared with parents/guardians, the dispute is not directed against the school itself, but is part of national industrial action and schools are likely to be impacted to varying degrees depending on the make-up of union membership and the number of NEU members taking action.

I am working with the senior team on a risk assessment for the two days and will update parents/guardians on Monday 13th March 2023 with the full details. It is clear that we will be partially closed for both days and parents/guardians may be aware that we also have an issue with the new build - E block - that we are currently working to fix, but that is likely to affect our ability to plan alternative timetables in order to open for a wider range of year groups.

I appreciate that parents/guardians will be keen to plan for the days in terms of arranging appropriate childcare and I apologise for the inconvenience and potential disruption to students and families. Members of the NEU are not obliged to tell schools in advance of their intentions regarding industrial action, and I am therefore grateful that teachers have informed us, allowing us to make appropriate arrangements. The School Teachers' Pay and Conditions Document (STPCD) makes it clear that teaching staff who report for work on the strike date cannot be directed to cover for their colleagues who have chosen to take industrial action. As Headteacher, I will always take all reasonable steps to keep the school open to as many students as possible whilst taking into consideration the need to ensure the health and safety of everyone on site.

At this stage I can confirm that we will definitely be open for students in Years 11 and 13 on both days, and we are working on contingency arrangements to open for further year groups if at all possible. On both days we will have provision for students who are considered vulnerable and children of key workers. Should parents/guardians believe they are a key worker, or that their child is vulnerable please complete the short google form (click [here](#)) before Tuesday 14th March 2023 so that we can plan provision for this group of students.

I will provide further information about the provision on the two days early next week. Should parents/guardians have any questions, please contact the school via office@ruisliphigh.org.uk.

Yours sincerely



Gareth Davies
Headteacher