

Hitches Lane, Fleet, Hants GU51 5JA  
t: 01252 613483 f 01252 626091  
e: Headteacher.pa@cps.hants.sch.uk  
w: www.cps.hants.sch.uk

Headteacher: Mr K John



learners who aspire for themselves and inspire others

26<sup>th</sup> January 2023

Audience: **All Year Groups**

Dear Parents/Carers ,

### Arrangements for Industrial Action

I want to share with you key details regarding the strike day on **Wednesday 1st February 2023**.

The strike is the result of a national dispute between the unions and the government over concerns about funding of schools, the erosion of educators' pay and the subsequent difficulties this causes for recruitment, especially in shortage subjects, and not because of any issues at our school. As Headteacher, there are clear guidelines that I am expected to follow regarding managing employees during planned industrial action.

All employees who are members of the NEU have the option to strike on Wednesday 1st February. Any employee who strikes will not receive payment for that day's work. Due to many variables, it is hard to make firm plans for industrial action. For example, some staff may opt not to strike but have children attending schools that may be closed as a result of industrial action rendering them unable to work.

The school has reviewed all of this information and has completed a risk assessment to look at what provision we can safely offer on the 1st February. We look at a range of factors including: staff capacity, student supervision during lessons and break and lunch, requirements from our insurance company, health and safety and catering. There are a number of unknowns in terms of staffing and so we have to operate on a risk averse basis. I can confirm that the school cannot safely operate at full capacity on 1st February and, instead, will be offering the following provision:

- **Year 11** will be expected to attend school as normal in school uniform. Students will be registered in the Main Hall at 8.40am and will then either attend lessons as per their timetable or, if their teacher is absent, they will remain in the Main Hall where they will be working on GCSE focused revision. During periods 5 and 6 we had already planned for year 11 to sit a GCSE English Language assessment – all students are aware of this and have been preparing accordingly.
- **Year 7** will be expected to attend school as normal in school uniform. Students will be registered in their working groups at 8.40am, and tutor time venues will be communicated to your child via EduLink. Students will then either attend lessons as per their timetable or, if their teacher is absent, they will work on focused core subject work or revision skills.
- The majority of students in **Y8, 9 and 10** will need to study from home. Students can use this time to catch-up on home learning. If they are up to date with their home learning, they may find it useful to use the materials available on Seneca Learning, Dr Frost Maths, the weekly English learning in Teams or, for some subjects that actively use, Kerboodle. Alternatively, they may wish to access subject specific online resources. Information regarding what students are working on is available on the curriculum page of our website. Students will also have access to specific platforms that they regularly use to support their learning subjects.



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- An identified group of students in Years 8, 9 and 10 will be contacted directly and expected to come into school. This group represents a category of student that we have been asked by the Government to prioritise. This group will be on-site and supervised whilst engaging with independent learning. They will be expected to be in school uniform.
- Students who are attending school will be able to purchase food and drinks using the normal method.
- Students in Years 8, 9 and 10 who are in receipt of a free school meal, but are not part of an identified group attending school, will be contacted separately with arrangements for how they can receive access to a meal on 1st February whilst not at school.
- Students that were to be involved in the UK Maths Challenge – we are re-scheduling and will confirm a new date shortly.
- There will be no after-school fixtures, extra-curricular activities, Homework Club or revision sessions on 1st February.
- Buses will continue to run as normal to serve students who are attending school.

I want to stress that the decision to operate a reduced service on 1st February has not been taken lightly. I understand the decisions taken will potentially create difficulties for families but we have to ensure that the school works within the boundaries that are set out in employment law. Central to any decision making will always be ensuring that we can operate safely. In our locality each school must make their decisions based on their individual context. I hope this letter provides you with advanced notification in order to plan for your individual needs and to avoid last minute decisions on the day.

Following the 1st February, we will conduct a full review of the provision we have offered and use this to plan for the strike days that are planned for March should the current negotiations not reach a settlement. I will ensure that I communicate with parents/carers in a timely manner. I want to thank you in advance for your patience and understanding.

Yours sincerely

Mr Kevan John  
Headteacher