

Oaklands Catholic School and Sixth Form College

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Edith Stein Catholic Academy Trust
(A Company Limited by Guarantee)
Registered in England and Wales, Company No 07721932

Headteacher: Matthew Quinn B.Ed (Hons), M.A., NPQH

Our Ref: MQ/SM

27 January 2023

Dear Parents and Carers

As explained in my letter dated 23rd January, the National Education Union (NEU), in accordance with the provisions of the Trade Union and Labour Relations Act 1992, are calling upon their members to strike, approximately half of Oaklands teaching staff are members of the NEU.

As I am sure you understand, strike action is a method used by unions to try and settle industrial disputes with the disruption caused being used as a lever to resolve the matter. The current dispute is between the Teaching Unions and government, not the school.

The proposed industrial action will take place on Wednesday 1st February, then further action is planned for 2nd, 15th and 16th March 2023. In accordance with the regulations Trade Union members do not have to give advance notice of their intention to strike, nor do they have to respond when asked. Despite this, a number of colleagues have given me notice.

Non-striking staff cannot be compelled to cover for striking colleagues.

The situation is further compounded by staff who have young children needing, to take leave as their children's schools are shut.

To determine if there will be the need for a full or partial closure on some or all of these days, we have undertaken a Risk Assessment and I am writing to confirm our arrangements for Wednesday 1st February 2023.

The school will be open to Year 7, 8, 11, 12 and 13 only on 1st February 2023.

Students in Year 9 and Year 10 should not come to school on that day.

Provision will be made in school for vulnerable students in Year 9 and 10 this includes those with an EHCP, on Child Protection plan or who are Looked After. Please contact the Head of Year 9 and 10 if this is required.

We appreciate that industrial action is disruptive, and you may need to change your plans or working arrangements, whilst this action is ongoing. We will, of course, continue to monitor the arrangements in place and make modifications to improve support for students, wherever possible. However, ensuring the health and safety of our students must take priority. I cannot risk having large numbers of students in school without supervision during lessons, lunchtime or breaktime.

The Year 10 English Exam will now take place on Friday 3rd February.

Students who are eligible for free school meals and not in school will be provided with a voucher to cover lunch costs on that day. Further details about this will be provided to relevant families. Staff who are on strike cannot be compelled to set work for students who are at home, although some may choose to do so. Staff not on strike will set work through MS Teams.

The information in this letter reflects the position at the time of writing. There is a chance that action may be suspended. Equally, If I became aware next week that significantly more staff intended to strike then further action may be necessary in school, please be aware that notification of this could be at short notice.

We will treat each strike day as an individual instance and will, therefore, make a decision and inform parents no later than the week prior to each of the proposed strike dates.

Thank you for your continued support.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Matthew Quinn', with a horizontal line underneath the name.

Mr M Quinn
Headteacher