

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

10 March 2023

Dear Parents and Carers

As explained in my letter last week, 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.

The next proposed industrial action will take place on Wednesday 15th March and Thursday 16th March. 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. This situation is further compounded by staff who have young children needing to take leave as their children's schools are shut.

As this phase of industrial action involves two consecutive days, I have to make an earlier decision to provide parents with sufficient notice. 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 both days.

The school will be open to Years 7, 11, 12 and 13 only on Wednesday 15th March and Thursday 16th March.

Students in Years 8, 9 and 10 should not come to school on those days.

Provision will be made in school for vulnerable students in Years 8, 9 and 10 this includes those with an EHCP, on child protection plan, or who are looked after. Please contact the Head of Year 8, 9 and 10 if this is required.

On Wednesday 15th March, Year 11 have a series of Mock examinations, these will continue.

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.

Students who are eligible for free school meals and not in school will be provided with a voucher to cover lunch costs on the two days. 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 become aware before the 15th and 16th March that significantly more staff intend to strike then further action may be necessary in school, please be aware that notification of this could be at short notice.

Yours sincerely

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

Mr M Quinn
Headteacher