

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

24 April 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 **Thursday 27th April**. 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, some 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, we have GCSE Speaking Exams, and Geography/History pre-release or exam preparation day.

To determine if there will be the need for a full or partial closure on this day, we have undertaken a Risk Assessment and I am writing to confirm our arrangements:

The school will be open to Years 7, 8, 11, 12 and 13 only on Thursday 27th April and students in Years 9 and 10 should not come to school on that day.

Provision will be made in school for vulnerable students in Years 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.

To confirm, on Thursday 27th April, MFL Speaking Exams and GCSE Geography/History preparation sessions will continue for Year 11.

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. 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 though 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 27th April 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.

Finally, you will be aware that a further day of action is planned for the Tuesday 2nd May, I will write to you again by Thursday 27th at the latest, by then I should have more detail.

Yours sincerely

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

Mr M Quinn
Headteacher