

# Oaklands Catholic School and Sixth Form College

Stakes Hill Road  
Waterlooville  
Hampshire  
PO7 7BW

☎ 023 9225 9214

☎ 023 9223 0317

🌐 [www.oaklandscatholicschool.org](http://www.oaklandscatholicschool.org)

✉ [oaklands@oaklandscatholicschool.org](mailto:oaklands@oaklandscatholicschool.org)



Edith Stein Catholic Academy Trust  
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**Headteacher:** Matthew Quinn B.Ed (Hons), M.A., NPQH

Our Ref: MQ/SM

27 April 2023

Dear Parents and Carers

As promised, I can now provide you with the detail related to the day of industrial action planned by the NEU for **Tuesday 2<sup>nd</sup> May**. As explained in my letter on Monday, 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.

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.

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

**The school will be open to Years 7, 11, 12 and 13 only on Tuesday 2<sup>nd</sup> May. 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.**

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 strike 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 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 Tuesday 2<sup>nd</sup> May 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.

No doubt you will be aware that other teaching unions, including those that support senior leaders are balloting for strike action. The outcome to this will not be known until later this term. Currently the school is only able to function on industrial action days, albeit with a reduced offer, because of the cover undertaken by senior staff. Like you, I hope that a resolution can be found to the current dispute so that further action can be avoided.

Yours sincerely

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

Mr M Quinn  
**Headteacher**