



# Jennett's Park CE Primary School

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## Update on Proposed Teacher Strike Action

**25.1.23**

Dear Parents and Carers,

Thank you to those who read my update within the newsletter last week. For those who have not done so the link is here: [Newsletter-20.1.2023.pdf \(bonitas.org.uk\)](#)

I am sure that many of you will already be aware that the NAHT, NASUWT and NEU teachers' unions have recently been balloting their members to strike in relation to pay and conditions. We now have the outcomes from these ballots and the NEU ballot confirmed the 50 percent threshold had been met and their members had voted in favour of strike action. This has subsequently led to the NEU declaring seven days of strikes across England with **four** dates as outlined below in our region.

- **Wednesday 1<sup>st</sup> February 2023**
- **Thursday 2<sup>nd</sup> March 2023**
- **Wednesday 15<sup>th</sup> March 2023**
- **Thursday 16<sup>th</sup> March 2023**

At Jennett's Park CE Primary School (JPCE) staff, as you know, are all highly committed to doing their very best for the pupils. However, like many other public sector workers they feel that the current lack of funding, along with their pay, is resulting in a broken education system.

Fortunately, at JPCE, there are excellent professional relationships built on our values of trust and respect. This has enabled us to have transparency regarding the teachers' intention to strike. At the moment no one has exercised their wish to strike to me. *BUT* that does not mean that we will not have closures on the day. As I urged last week please identify child care routes as early as possible.

My reasons for urging to identify childcare early are this:

1. Staff do not have to tell me, but even if they did they can still change their minds OR indeed join a union up to 7:30 on the morning of a strike and then tell me of their intention not to be in. Staff have every protection under employment law to do this.
2. Whilst I do not think that staff will do this I cannot 100% guarantee this.

We have therefore worked on our risk assessment processes. For those of you who know me well you know Health and safety is not a difficult word- it is a set of processes we follow to allow to justify choices.



Examples of things we have reviewed included:

- Adequate staff in all classrooms different ratio's for younger children and for those with significant Education Health and Care plans
- Qualifications of staff on site to remain in ratio
- Presence of up to date DBS
- Consideration of the vulnerable children – SEND, Children who are open to social Care.
- Pupils moving between classes or sent out of class
- Cover for break and lunch times
- Cover for sporting activities
- Behaviour management
- Security – people, money, property, etc
- Breakfast and After school clubs
- Opening and closing the school
- Availability of meals
- Use of equipment during the day
- Lifting and handling
- Contractors working on site
- Dealing with accidents
- Emergency procedures e.g. evacuation in the event of fire or flood where striking staff would normally be involved
- Duration of the strike - It is likely that the longer the strike, the greater the risks and the harder it will be to mitigate them.

In that review we have concluded our biggest risk is to the cover to those who would be needing emergency cover if THEIR OWN children cannot be in school. This is a high risk.

Our prioritisation of groups are therefore on the day to those with highest level SEND with EHCP or those whose EHCP has been submitted, those who are working within social care at the moment and who have an allocated social worker or are Child who is looked after in care or previously looked after in care. Our last group is Key worker children with parents in education. This is a difficult choice to make as past this we cannot safely remain open at all.

This totals:

- Pupils with SEND 1:1 for our 17 EHCP + 5 submitted EHCP
- 8 children with a social worker
- Staff with children in other schools- 10+ children

**This is the majority of staff not in NEU covered hence cap on who is invited in.**

Therefore, please keep a close eye on the school's website / be ready to receive an email through Squid as all changes will be communicated via the website from 8:10 on the morning of February 1<sup>st</sup>.

Classes which are closed will have a remote learning package of mathematics, reading and writing and this resource will be available on your child's class page on the day.

Regarding the future dates for industrial in March the school will continue to try and notify you as early as possible.

Yours sincerely



Liz Savage

Headteacher of Jennett's Park CE Primary

