



# Jennett's Park CE Primary School

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## Update on Proposed Teacher Strike Action Tuesday 2<sup>nd</sup> May

27.4.23

Dear Parents and Carers,

You may be aware from media coverage that following a vote to reject the Government's pay offer, NEU, ASCL, NAHT, and NASUWT have announced continue with proposed strike action.

We are in full solidarity with the reasons behind the strike.

The next day of NEU strike action in our region is Tuesday 2<sup>nd</sup> May. 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.

So as to next week as I have said many times, 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.

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 7:30am 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 more staff will do so than this I cannot 100% guarantee this.

I'm getting in touch to give you as much notice as possible about our arrangements for the school. We are working closely with our staff union representatives to keep up to date with the situation, and I will inform you as soon as possible if arrangements change further. **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. Whilst I understand some frustrations on the rules around striking please do not directly ask teaching staff of their intentions as this may cause an adverse reaction to what is intended.

As I urged last time please identify your possible child care routes as early as possible. And, as last time, 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 8:10am on the morning. We cannot guarantee that technical gremlins won't cause a delay.

Jennett's Park CE Primary remains committed to providing a safe and secure environment for our pupils and delivering high-quality teaching.



Yours sincerely,



Liz Savage

Headteacher of Jennett's Park CE Primary

**Risk assessment Rationale.** 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 review include:

- Adequate staff in all classrooms, different ratios 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 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 a 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 19 EHCP + 5 submitted EHCP
- 10 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.

