



Jennett's Park CE Primary School

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Update on Proposed Teacher Strike Action Thursday 27 April

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Dear Parents and Carers,

You may be aware from media coverage that Following a vote to reject the Govt's pay offer, NEU, ASCL, NAHT, and NASUWT have announced votes to reject the pay offer.

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

The next 2 days of NEU strike action are Thursday, 27 April and Tuesday, 2 May in our region. 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.

Lots of people have asked for my thoughts. I have no issue with sharing my opinion.

The Education system is in many ways broken and we do not want for you as parents and carers to misunderstand the depth of our feelings. Many of us are torn between love of the promise of a brighter future if we persevere and keep going and needing to take action now.

I found this brilliant quote:

The whole of society is hurting at the moment with so much sadness, negativity, austerity and division - and being on the front line as we are, we are often the only accessible outlet. Add to this the demonisation of our profession by media and the fact that many adults had one bad teacher - who they ALL remember and it makes for an unpleasant mix.

The world is fragile. Like after world war 2 the nation is still healing. We are here to serve our community and the common good.

Serving the common good does not mean that things change just because one voice says something - but it is right and fair to say that we should listen to and acknowledge every voice. We try to do our best to listen with compassion, dignity and hope.

Our Rainbow Promise gives us a better framework as to why we do this and don't go to work elsewhere. I know you like I do love our community, but what makes it great is that it's not just love we offer it is support, forgiveness, joy, patience, respect, peace, honesty and kindness. Please if you have any influence share our thoughts- just because we keep going it doesn't mean that things are 'ok' all the time. If you are not OK contact us too.



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 7:30 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 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 8:10 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 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 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.

