



## Dereham Church of England Junior Academy

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Diocese of Norwich  
Education and  
Academies Trust

### NEU Strike Action – WEDNESDAY 1<sup>st</sup> FEBRUARY 2023

Dear Parents and Carers,

You may be aware from recent media coverage that the National Education Union (NEU), one of the largest teachers' unions, has voted in favour of strike action for teaching staff.

Please understand that teachers are not striking just over pay issues, but also over funding for schools. We have seen significant challenges and cuts in funding over the past few years and in wanting the best for your children, staff want schools to be properly funded in order to provide the best care and education possible.

The first of 4 strike dates is this coming **Wednesday 1<sup>st</sup> February 2023**, therefore I am writing to inform you of arrangements for our school on this date.

Every school has to undertake a risk assessment based on the information we have for our schools. Staff do not have to inform us of their union or whether they are striking. We are given numbers of staff within the NEU, so have to work with information we have available to us. As such, we have not been able to confirm plans prior today, as we had to consider a number of factors, including, but not limited to:

#### Health and Safety

- How many staff will we have in school? Can we safely open for all pupils given staff numbers? Do we need to restrict attendance?
- Do we have enough staff attending school who are trained in first aid to meet medical needs?
- Can we meet all health and safety requirements with the number of staff who will be in school?

#### Safeguarding

- Can we safely maintain our safeguarding duties effectively?

As such, I am writing to inform you that we will be **restricting pupil attendance** on Wednesday 1<sup>st</sup> February 2023. **I can confirm this plan has been approved by our Academy Trust DNEAT.**

#### **SCHOOL WILL ONLY BE OPEN TO PUPILS IN THE FOLLOWING CLASSES:**

**Year 6 – Malala Class and Bevan Class**

**Year 5 – Wilberforce Class and Naidu Class**

**Year 4 – Babbage Class, Malorie Class and Seacole Class**

**Year 3 – Curie Class and Mandela Class**

Please note, that whilst some classes are not open for pupils, this does not necessarily mean that staff are taking industrial action. It simply specifies which classes we have enough staff to fully cover given the information we have.



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We **will not** be offering key worker or vulnerable pupil spaces (as we did in Covid) as staff have the right to refuse to cover classes for striking staff. This is not because they don't care, but this is advised by unions where they support the reasons behind the strike action. Therefore, any child not in the classes listed above, will NOT be able to attend school on this day.

There is no legal requirement to teach the curriculum on strike days. **In order to ensure children not attending school do not miss out on learning, no classes will be moving forward with new learning on the day.** Those children attending school will be re-capping prior learning and those at home will be provided with remote learning tasks based on learning from this term (a computer will not be needed for this, but can be used for some of the optional activities). If your child's class is open, **there is an expectation they will attend**, even if their sibling is unable to.

We understand this may cause some of you additional stress or complications but unfortunately, this cannot be avoided as our risk assessment shows we can only open for this number of classes.

School lunches will be provided, as usual for all children attending school. If your child is eligible for Free School Meals but is NOT attending school on Wednesday (due to restricted attendance only), we can provide a school packed lunch which can be collected from the school. Please inform us if your child is not attending but is eligible for Free School Meals and you would like to collect a lunch for them.

The second planned day for Strike Action is Wednesday 1<sup>st</sup> March 2023. We will be able to confirm plans for opening on this day closer to the day as the risk assessment will require updating. It is not guaranteed the same actions will be taken.

If anything changes ahead of the 1<sup>st</sup> February, we will of course inform you and we will be sending home the remote learning tasks ahead of Wednesday.

We thank you for your support during this time of industrial action.

Mrs Kelly Scott

Headteacher