



Dereham Church of England Junior Academy

Headteacher: Mrs Kelly Scott

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Diocese of Norwich
Education and
Academies Trust

NEU Strike Action – Wednesday 5th and Friday 7th July 2023

Dear Parents and Carers,

I need to write to inform you that the NEU, one of the largest teacher unions, have announced two further strike days next week on **Wednesday 5th July and Friday 7th July**. On these days, they will be encouraging members to take strike action.

We have considered the impact of strike action on our children and families and tried, where possible, to minimise impact, by balancing classes that are closed to avoid only some classes being effected.

We have updated our risk assessment based on the information we have about our school. As previously stated, staff do not have to inform us of their union or whether they are striking. 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 there will be some disruption to classes and we will be **restricting pupil attendance**. I can confirm this plan has been approved by our Academy Trust DNEAT.

Wednesday 5 th July 2023	Friday 7 th July 2023
Year 3 – All classes open	Year 3 – All classes open
Year 4 – All classes open	Year 4 – All classes open
Year 5 – WILBERFORCE Class Closed – all other classes open (Attenborough, Naidu and Pankhurst)	Year 5 – ATTENBOROUGH Class Closed – all other classes open (Naidu, Pankhurst and Wilberforce)
Year 6 – BEVAN Class Closed – all other classes open (Malala and Tabei)	Year 6 – TABEI Class Closed – all other classes open (Bevan and Malala)

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

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.



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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 if there are classes closed within that year group.** Those children attending school (where there are classes closed in the year group) 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 one of the days (due to restricted attendance only), we can provide a school packed lunch which will be sent home with your child the day before.

If anything changes ahead of the 5th July, we will of course inform you and we will be sending home the remote learning tasks ahead of the strike action.

We thank you for your support during this time difficult time.

Mrs Kelly Scott

Headteacher