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17th February 2023

Dear Parent/Carer,

Industrial Action 2nd March 2023

Earlier this week we wrote to you regarding the planned industrial action on 2nd March 2023. I now write to update you regarding the school's position.

Following discussions with the Chair of Governors and carrying out a robust risk assessment, we have made the decision to close the **main** school to **all** pupils. On this occasion, the school's Nursery Unit will remain **open**.

First and foremost, we must consider the health and safety of pupils on site when a significant number of staff are unavailable for work.

As part of the Risk Assessment we considered:

- If adult/pupil ratios in classes would be sufficient for classes to be run effectively;
- If there would be sufficient appropriately qualified first aiders working on the day;
- If there would be sufficient appropriately qualified safeguarding officers working on the day;
- The risk that on the actual day of planned industrial action, a year group will be forced to close due to unforeseen staff absence.

As employers, we are bound by legislation linked to industrial action including:

- knowing in advance the exact figure of staff (or who) who will participate in the industrial action to assist with our management of the disruption.
- recruiting agency staff to substitute those staff taking industrial action.
- redistributing the duties of those staff absent who are in different teaching and/or leadership unions. This includes the supervision of children and/or preparation of work for children, either in person or remotely, outside of their normal working terms.

Further dates still remain earmarked for industrial action and we will write to you in advance to advise if school will be open, partially closed or closed nearer the time.

Thank you for your co-operation and understanding in this matter.

Cofion cynnes,

Miss L Welsh,
Acting Headteacher.